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Personnel

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Taft-Hartley Act—One Year After

ON JUNE 23, 1947, Congress passed the Taft-Hartley Act. The act permitted a sixty-day period of grace during which contracts with a closed shop and other forms of union security could be signed. The act as a whole, therefore, has actually been in effect since August 23, 1947.

On August 23, 1948, business executives had a full year in which to measure the effectiveness of the Taft-Hartley Act in its entirety. To get their reactions to the act, THE CONFERENCE BOARD asked approximately one hundred executives these three questions:

Do you believe that the Taft-Hartley Act has brought about, directly or indirectly, an improvement or a deterioration in your company's relations with its employees?

Do you favor the act or disfavor it? Why?

Do you believe any sections of the act should be changed? If so, how?

Replies received from business executives of companies with collective bargaining relations with unions indicate that:

Slightly more than one half believe that directly or indirectly an improvement in their company's relations with their employees has resulted from the act. Forty-six per cent do not see any effect. Not one of the executives believe the act has resulted in a deterioration of their company's relations with employees.

Ninety-three per cent favor the act. But a large number of these executives feel that the act has definite shortcomings. Five per cent feel that the act has gone too far and has done more harm than good. Two per cent do not state whether they favor or disfavor the act.

The change most often suggested by executives was to

amend the noncommunist affidavit section so that it would not only apply to union leaders but also include company officials.

IMPROVED RELATIONS WITH WORKERS

A number of executives believe that the act has improved their company's relations with employees. In some cases, the executives could assign no specific reason, as for example, a midwestern industrial relations executive, who writes: "This improvement is intangible but we believe it exists nevertheless." Other executives gave specific reasons for improved relations with their employees.

"In two respects the act has enabled an improvement to be made in relations with employees," writes an official of a nationwide company. "One is the opportunity given professional employees to decide as a separate group what kind of representation, if any, they desire. The other is the freer atmosphere provided, in which management people can discuss questions frankly with all segments of the employee body."

Shows Employees Favor Act

An employee opinion poll shows that the workers believe that the act benefited them, according to a letter from the industrial relations director of a large midwestern manufacturing company:

"We believe that the Taft-Hartley Act has directly improved our relations with employees. This was definitely reflected in a recent opinion poll made in our community, following a series of developments in which a communist-tinged union was replaced by another union. The old union had failed to comply with the provisions of the Taft-Hartley Act and therefore could not appear on the ballot. Other unions, knowing this, raided our

plant and one was successful in replacing the old union. The community and particularly our employees credited the law with assisting rather than hurting them inasmuch as it helped to get rid of the bad union. A plurality of our employees endorsed the Taft-Hartley law as a whole.

"In answer to the survey question 'Did the Taft-Hartley Law have a good effect on the situation?' the answer is 'yes,' according to 51% of our own employees, 51% of the teachers in the community, 71% of the clergy, and 72% of the businessmen. Only 25% of our employees said that the law had a bad effect. In addition to this tangible evidence, there is increasing evidence that the law has been instrumental in paving the way for a new era of labor-management relations in our company. We optimistically look forward to a definite improvement in the company's relations with employees.

Brought Out Communist Issue

A labor relations manager of an eastern firm writes: "We were able to smoke out two Communist-dominated unions that had been causing considerable unrest among our employees. As a result of our exposing them to the bright sunlight of public and employee opinion, our employees abandoned the unions with the happy consequence of a decidedly improved employer-employee relationship and more and better production."

A western labor relations executive writes: "We believe that, by the act's focussing attention upon certain unfair labor practices by unions and making them illegal, the act has brought about a keener awareness on the part of the members of the activities of their union. We feel that it has also strengthened our relations with a large group of employees who, while being union members, are not totally in sympathy with the objectives of their union officers and are heartened by the additional safeguard set up to enable management to protect their rights."

A New England executive believes that: "Fundamentally no law can substantially change, for the better or the worse, relationships between a company and its employees. It is conceivable, though perhaps not provable at the moment, that the law has prevented the unions from taking methods of self-help, such as secondary boycotts, which they might otherwise have utilized had it not been for the act."

Employer Can Present Views

An executive of a large multiplant company believes that the law has brought about improved employee relations. He says that now the "company has been able to give directly to employees a considerable amount of explanatory material which might have been prohibited under the original National Labor Relations Act. As contrasted with the apparent improvement in the relationship with rank and file employees, the new law does not appear to have changed to any measurable extent our relation-

ship with the unions as such. The law does seem to have brought about a realization on the part of some of the union officers that the union has acquired certain responsibilities as well as rights in representing the employees."

A midwestern labor relations executive believes that "present relations with our employees are, in my opinion, somewhat improved but not to any great degree. The Taft-Hartley Act may be an indirect cause of this improvement."

A few executives say that their union-management relations continued to be the same as prior to the act. They say that there has been improvement in their labor-management relations, but that this improvement was due to the growth of good relations over the years and not to the act.

REACTION OF EXECUTIVES TO T-H ACT

Effect on relations with employees

Believe act has improved their companies' relations with their employees.....	54%
Do not believe that act has caused any change, for better or worse, in their companies' relations with employees.....	46%
Believe that act has caused a deterioration in their companies' relations with employees.....	None

Favor or disfavor act

Favor act.....	93%
Don't favor.....	5%
Don't know.....	2%

Changes and amendments suggested

Require executives, as well as union leaders, to sign noncommunist affidavits.....	28%
Union shop elections	
Eliminate them.....	16%
Permit them only after employer and union agree to union shop in contract negotiations.....	9%
Eliminate section granting severance rights to craft unions.....	14%
Ban compulsory collective bargaining on pensions, health and welfare plans.....	12%
Ban industry-wide bargaining.....	12%
Ban strikes whose purpose is to force employers to violate act.....	9%
Eliminate requirement that union representative must be present when employer settles grievance with individual worker.....	9%
Put unions under antitrust laws.....	9%
Ban mass picketing.....	7%
Outlaw union shop and other forms of compulsory union membership.....	7%
Repeal act.....	7%
Believe more time is needed to test and evaluate act before suggesting changes.....	28%

"Our company has a union agreement with the CIO," writes the vice president of an eastern firm. "From the very beginning, we have worked toward achieving union-management cooperation. Doubtless we are understanding each other better from year to year. But the enactment of the Taft-Hartley Law

did not contribute to this. I don't believe that good relations can be legislated."

No Advantage Taken of Union

"There has been improvement in our union-management relationships," writes an eastern industrial relations director, but, he says, "this improvement cannot be attributed to the existence of the Taft-Hartley Act but rather to a continued effort on the part of both the company and the union to develop better mutual understanding. The company has not seen fit to take advantage of the union through the exercise of certain provisions of the act. To date the union has not elected to actively defy the provisions of the act, with the result that we have been able to avoid serious friction."

Some executives say that even where cordial relations existed before the act, the act has caused some changes in their relationships with unions:

"We do not believe that the Taft-Hartley Act has any important bearing in our relationship with our employees with one or two exceptions. This is probably due to the fact that we have had a closed-shop provision with our unions for many years and that our relationship has always been very cordial and cooperative. The two important changes are: (a) That we have converted from a closed shop to a union shop; and (b) that we no longer recognize the Federal Labor Union which is composed entirely of plant guards and which is an affiliate of the AFL."

Act Caused Difficulties

An executive of a large multi-plant corporation says that on the whole his company's employee relations experience is about the same as in previous years but that the act has caused one serious difficulty for his firm:

"There was one serious dispute over recognition which probably would not have occurred prior to the Taft-Hartley Act. In this instance, an incumbent union, by virtue of certification prior to the Taft-Hartley Act, but which had failed to file the necessary affidavits to comply with the act, was raided by a complying union. The NLRB conducted an election but, of course, was unable to put the incumbent union on the ballot because of its noncompliance with the act. The vote resulted in a slight majority against the petitioning union. The non-complying union insisted on retaining its representation status as a result of the failure of the raiding union to win the election, and when the company refused to continue recognition the noncomplying union struck the plant."

No Need To Explain Act

Two labor relations executives said that when the act was first passed, they were of the opinion that there was no need to explain it to the workers. Each feels that his company's experience during the past year vindicates that decision:

"We were one of the companies that decided not to analyze, interpret and explain this act to our employees. At the time we reached this decision many companies were going to considerable trouble to interpret the act. Our thinking was that in time our employees would see that nothing very drastic had happened to them as a result of the act and would realize that it was not the vicious piece of legislation that they had been told. At this point we feel that people have either come to this realization or have not experienced the unfavorable events that they were told would take place."

"Rarely does the management or the union have an occasion to make reference to the act. We have seen no point in distributing literature on the subject to our people as neither of us makes much use of it here. I do not envy management where union relations are not too amicable and it is necessary for the company to explain the act to the employees. In view of the results of recent public polls on the working man's interpretation of the act it appears much education must be done."

DON'T FAVOR ACT

While 93% of the executives are in favor of the act, 5% are not, and they express their opposition strongly. One such executive, a vice president of a western firm, believes the act puts the government further into the labor-management picture:

"In principle, the Taft-Hartley Act has made a major incursion into the labor relations of employer and employee. Under the Taft-Hartley Act, the government for the first time begins to define the scope of collective bargaining. The government for the first time now begins to tell you what you should do regarding your contract covering union security and checkoff, and inferentially drives a wedge with respect to health and welfare plans. If it is possible for Congress to define the scope of collective bargaining, then a Congress more partisan to labor than the present one could erect on this framework legislation which would put a strait-jacket on genuine collective bargaining between management and its employees. From this standpoint, the spirit of the Taft-Hartley Act seems to be contrary to our democratic way of life. Obviously, some form of corrective legislation seems necessary to place some restraints on the monopolistic practices of labor, but regulation of this sort should not necessarily run to prescribing the scope of collective bargaining but to the basis on which it might be conducted."

May Throw Workers to Communists

The act may throw the American worker into the hands of the communists says an industrial relations director of an eastern firm:

"It is difficult to talk about the Taft-Hartley Act without talking about political consequences. We have set out upon a determined course to destroy Communism—and that is right and proper, for it has no place in this great democracy of ours. Time alone will tell whether or not the Taft-Hartley Act has and will increase Communism. I believe that it will. People who are denied

reasonable rights to organize themselves for the purposes of collective bargaining become subject and acceptable to Communistic baloney. Let me illustrate my thinking. A neighboring plant was in the process of being organized by an AFL union. Under the Taft-Hartley Act's 'Free Speech' amendment everything was thrown at this union. The company demonstrated how far employers may go in lawfully combating unionization. Letters were written in which by innuendo and subterfuge everything was threatened and everything was promised. House to house canvassing was done; individual visiting by the big boss on the job. Employees were personally questioned. All of this was done in such a way that it would be most difficult to establish a case for the union under recent interpretations of the Taft-Hartley Act. Vindictiveness is slowly and surely appearing in this particular situation. For one reason or another those employees who supported the union are being nicely and quietly administered the well-known reactionary management anesthetic. The employees who supported unionization have been driven underground. They have secret weekly meetings to discuss their collective employment situation. This group of people can and might become the nucleus for a communistic jump-off and certainly they are forced into an atmosphere of accepting any kind of 'ism' except good Americanism. An accumulation of just such situations as I have here recited can and may give the necessary impetus to a third party in 1952 or 1956, which can well change our whole American way of life."

Changed Mind on Act

While not emphatically in favor of or against the act when it was first passed, a vice president of a Pacific Coast firm now believes that perhaps Congress may have done the right thing:

"I was never emphatically in favor or emphatically opposed to the act as such. Of course, it was inevitable that some law or corrective measures would be enacted due to abuses within the field of labor relations which were recognized by most parties involved. At the time of its enactment, there was some feeling on my part that Congress was attempting to do too great a job at one time and that perhaps it would have been better to adopt so-called piecemeal legislation aimed directly at the abuses which were revealed during the course of legislative hearings last year. However, unions and employers seem to be living under the act, and it may develop that Congress did the right thing in adopting the act as it is presently written, subject to future board and court decisions as to the intent of the law and the intent of members of Congress which enacted it."

FAVOR ACT

The preponderant majority of executives, 95%, favor the act. An industrial relations director of a multiplant firm favors the act because of his firm's "experience in connection with the settlement of an inexcusable jurisdictional strike in the building trades which caused a long delay in the construction by a private contractor of certain additions at one of our plants. It was only through the filing of a formal

complaint with the National Labor Relations Board and the threat of action by the board's general counsel that the jurisdictional dispute was settled and work was resumed. Both our own company and the contractor would have been powerless to bring about a resumption of work under the Wagner Act."

Although his firm has had no occasion to seek the protection of the act during the past year, a multiplant company's labor relations executive feels that "the prohibition of unfair labor practices contained in it gives a measure of reassurance somewhat analogous to the comfort a householder may find in the laws against burglary—even though he may have had no recent experience with burglars."

Intelligent Use Is Determining Factor

If management uses the act intelligently and not with malicious intent, a New England industrial relations director says he is "inclined at this point to favor the act." He continues:

"A year ago it appeared as if the act could easily lead to greater industrial strife and at that time I questioned the claim of its sponsors that the act would promote industrial peace. The act was a necessary product of reaction. To many unions it has served as a reminder that they have responsibilities to the public, to their people and to industry, a fact which many elected to overlook. Organized labor and industry for the most part are learning to live with the act. Another year should find greater acceptance of its provisions and general agreement that it is a workable document."

Focuses Attention on Communists

"We are in favor of the act," says the president of a western company, "because it has done a great deal to focus attention on communistic domination of unions, to identify the communists in unions and to make the domination of unions by communists more difficult."

"We favor the act chiefly because it recognizes the fact that all the evils and all of the injustices in our industrial society are not perpetrated by capital or management," writes a midwestern industrial relations director. "Essentially we are a nation of people who expect a square deal and in spite of some obvious imperfections in the law, it strives to obtain for labor, the public, and management some semblance of a square deal. We do not like the heavy role that government can assume in the law on the matters of industrial relations. Perhaps with further experience under it, labor and management will mature in their relationships and the threat of an all-powerful government will not have to be realized."

Provides Needed Controls

"We believe that the curbs which the act places upon unions are neither destructive nor harsh but are very much needed to counter the excessive abuses

that many of them have indulged in in recent years," says a southern labor relations executive. He adds: "We believe the act extends more individual rights and opportunities to employees than have heretofore existed in an organized plant. We believe it makes the union almost as responsible as management to carry out the terms of the agreements and to bargain in good faith. This has been conducive to more stable labor-management relations throughout the country."

Needed Improvement over NLRA

A west coast labor relations executive believes that the Taft-Hartley Act "represents a much needed improvement over the original National Labor Relations Act, particularly in respect to equalizing the bargaining power of the unions and the employers. The improvement is definite in that it establishes unfair labor practices for unions, defines individual workers' rights in respect to grievances, and establishes time limits which, particularly in minor disagreements, effectively serve as a cooling-off period."

Other reasons given for favoring the act are:

"It permits employers greater freedom in discussing important matters with their employees."

"It makes unlawful union practices which have tended to restrict industry's ability to reduce the cost of manufacturing."

"It is a necessary correction of the many abuses by the monopolistic and uncontrolled power of labor union bosses, not only over employers and the general public but also over the individual worker."

CHANGES SUGGESTED

Three out of four executives replying suggested changes in the Taft-Hartley Act. The remaining one quarter stated that they did not believe the one-year period furnished sufficient experience to recommend revisions.

The principal changes suggested are:

1. Change the requirement on the filing of noncommunist affidavits to include company officials wishing to use the NLRB.

2. Do away with the NLRB-conducted union shop authorization elections.

3. Ban industry-wide collective bargaining.

4. Ban mass picketing.

5. Limit the scope of collective bargaining so as to eliminate compulsory bargaining on merit increases, and health, welfare, pension and other employee benefit programs.

Management To Sign Affidavits?

One of every four executives replying suggest changing the noncommunist affidavit section of the act. Most of them desire to have the act changed so that company executives, as well as union leaders, would be required to sign noncommunist affidavits. A

few executives suggest repealing this whole section.

An executive of a New England company writes that "because of the great resistance on the part of some unions to the noncommunist affidavit requirement and in order to eliminate their argument that the requirement is inequitable because industry is not required to do likewise, it might be desirable to extend the provision to require industry to do so. Undoubtedly industry would comply, thus leaving unions no further reason for not complying unless the communist element actually existed."

The industrial relations executive of a country-wide corporation states:

"The act might receive some greater acceptance from labor and the public if management representatives were required to sign the noncommunist affidavits, and perhaps include not only communism, but other forms of dictatorship."

Affidavit for All Citizens

"I am inclined to accept many of labor's arguments regarding the signing of the anticommunist affidavits," writes a midwestern executive. "Labor puts forward the thinking that the affidavits impose upon constitutional liberties when unions are singled out from the rest of the country's population. It would be my offhand opinion that all people living in this country, when they become citizens or become of age to vote, should have to sign a similar affidavit. The allegiance to this country should be expected of all who have intentions of residing in it or making a livelihood in the United States."

A midwestern personnel director writes that "shortly after its passage I felt that the anticommunist affidavits were a gratuitous insult to the many union officers who are honest and loyal Americans and that they probably should have been coupled with an equal insult to management by requiring it to sign anticommunist or antifascist pledges at the same time. However, I am now inclined to feel that this provision did smoke out some focal points of communistic activity in the labor movement."

Close Two Loopholes

A labor relations executive of an eastern corporation points to what he believes are loopholes in the noncommunist affidavit section. He writes:

"Sections 9(f), (g) and (h) which prohibit the NLRB from acting on behalf of a union which has failed to comply with the statute by filing the necessary affidavits seem to us of little value to any company. The union can always file the necessary affidavits contemporaneously with filing its complaint and thereby expose the company to a charge of an unfair labor practice committed at a time when the union was not in compliance. Or an individual employee can file a complaint charging that the company has refused to deal with his previously certified union even though that union is not in compliance. If

this provision is to be made effective it would seem necessary to cover these two possible loopholes."

"It is our belief that the act should be amended either to eliminate the noncommunist affidavit provision entirely or amend it to provide that employers as well as union officers must file," writes the industrial relations director of a western firm. "To gratuitously apply the onus of communism solely to the labor group has no more basis in fact than the implied immunity from such affiliation of management groups. The present provision encourages propaganda which lends itself very readily to support the often-voiced union contention that the act is intended to destroy organized labor."

An industrial relations executive of a large corporation writes "without in any way abandoning our opposition to Communism, we seriously question whether the provision of the act which requires the registration of the officers of a union on the basis of communistic sympathies can be defended from the standpoint of logic, equity or constitutionality."

QUESTION UNION SHOP

Changes in the union shop provision of the act were suggested by 25% of the executives responding. The suggestions by executives on the union shop sections were twofold: one was for doing away with the requirement for NLRB-conducted union shop elections; the other was for outright banning of the union shop, just as the closed shop is presently banned.

While most executives found union shop elections meaningless because of the large majorities received by unions, one midwestern executive found that it meant defeat for one union and a near defeat for another. He writes:

"I am aware of many proposals having been made to the effect that the NLRB union shop elections should be discontinued, principally because the vote generally has been overwhelmingly in favor of the union shop. You may be interested in two elections held by the NLRB among employees of this company. Both the unions were divisions of a large unaffiliated union. One group of clerical workers, numbering about 370, voted against the union bargaining for the union shop. Another group of about 1570 craft workers voted in favor of the union bargaining for the union shop by a scant majority of 16, which is far from an overwhelming mandate from the union members. Both these cases were extremely helpful in pointing out to union leaders, as well as to management, the fact that the desires of the people represented by the union favoring a union security clause were not as strong as the union leaders had quoted them to be."

No Election until Employer Agrees

A western company's labor relations executive advances a suggestion for changing Section 8 (a) (3), the union security section:

"No election to authorize the union to negotiate regard-

ing union security shall be held by the National Labor Relations Board until the employer has agreed to the insertion of the clause in his contract if the union receives the authorization from the membership. As the law stands now, the board is required to hold these elections whether or not there is any possibility of the employer granting union security, and the mere fact that the election is held tends to emotionalize employees over this issue before it has ever reached the bargaining table."

An eastern firm's labor relations manager believes that "the section of the act dealing with union authorization elections should be dropped." He writes:

"Idealistically, we still feel it is right and proper for individuals to be able to cast their ballot as to whether or not they wish to work under the two forms of union compulsion now permitted under the act. Practically, however, this feature has worked to the disadvantage of employers who are reluctant to grant a union shop or maintenance of membership provision on principle, since the elections conducted to date have been so overwhelmingly in favor of union security as to make employers appear merely obstinate and capricious if they do not immediately accede to such a provision—which is a long way of saying that the union authorization feature of the act has resulted in placing management in a unfavorable bargaining position on this issue."

Abolish Union Shop

"The union shop and maintenance of membership should be abolished," writes a midwestern company's industrial relations executive. He further elucidates: "No man should be compelled to belong to a labor organization in order to earn his living. If this cannot be done, then that section of the act providing for union shop referendums should be repealed, since, based on experience to date, it would appear that this section tends to promote union shop and maintenance of membership in labor contracts rather than make it more difficult."

An eastern firm's personnel executive writes: "Any form of compulsory union membership as a condition of employment seems to be abhorrent to our American principles of freedom." Accordingly, he would like to see the union shop provision removed from Sections 8(a) (3) and 9(e).

INDUSTRY-WIDE BARGAINING

One out of eight executives suggested legislation on the problem of industry-wide bargaining.

"Sooner or later the problem of industry-wide bargaining must be solved either by removal of the right to 'consolidate representatives' or to provide for compulsory arbitration of situations involving national health and welfare" writes a midwestern industrial relations director.

"Industry-wide and country-wide bargaining should be prohibited, as they unduly enhance the power of labor organizations" writes the vice president of a

midwestern company. "Closely related to this," he adds, "is the question of making unions subject to the antitrust laws. In my opinion, they should be made so subject."

An industrial relations director of a country-wide firm believes "that the act should include some definite limitations on industry-wide bargaining. Such bargaining appears to threaten the public interest and to make possible what amounts to a conspiracy between the unions and certain employer associations."

A New England company officer suggests an "amendment which would make unions subject to the antitrust laws to the same extent as are companies. In this connection, the provisions of the Norris-LaGuardia Act should not apply to injunctions against violations of the antitrust laws by unions. I believe it is as much against the public interest for a union such as the AFL Teamsters, with whom we are involved on the West Coast, to be able to dictate contract terms as it is for employers to be able to dictate the market. I believe that the dangers of inflationary spiral are only intensified by monopolistic practices in unions and that application of the antitrust laws to them can be so worked out as not to destroy them but only to make collective agreements truly voluntary."

CRAFT BREAKDOWN NOT PRACTICAL

Approximately 14% of the executives do not believe that the craft severance Section 9(b) of the act is practical. A midwestern industrial relations director, for example, writes:

"With regard to Section 9(b) we do not believe that the provision for separation of craft groups is practical where it is applied to highly integrated operations. Even the severance of apparently homogeneous groups such as boiler house employees from a plant-wide unit has small value either to the men or to the management. The groups are usually small in number and so cannot be accorded preferential treatment without creating disharmony in the ranks of the larger groups, who frequently number among them men performing similar tasks, particularly on the lower level jobs. In integrated mills, rates for skilled occupations are, in most cases, established in balance with over-all mill rates as well as to compensate for the skill involved. To deviate from such structure creates a collective bargaining see-saw between mill unions, which soon obscures real issues and becomes a political football between factions. It is our belief that the act should be amended to confine the separation of craft units to industries where operations are diversified and where community of interest between groups and history of plant-wide bargaining is slight."

Creates Employer Problems

"The act definitely favors craft units at the expense of industrial type bargaining units" writes the vice president of a midwestern firm. "This creates

problems for employers where their employees have been organized in the past on the basis of industrial or plant-wide bargaining units."

A West Coast industrial relations director suggests: "Amend Section 9(b) (2) deleting any preferential treatment for a proposed craft unit on the ground that the action of craft unions in constantly attempting to carve out sections of established bargaining units (particularly where plant-wide units have been customary over long periods with satisfactory relationship) is disruptive in effect and not conducive to good and stable industrial relations."

OTHER CHANGES SUGGESTED

Other changes suggested by executives are:

An amendment to prevent strikes which "have as an objective the forcing of an employer to violate the Taft-Hartley Act."

Change the preamble of the act to delete "untrue inferences that collective bargaining leads to industrial peace, and that the absence of a collective bargaining procedure causes labor unrest. Both of these inferences are false, but as a nation we do not have the courage, for political reasons, to state the facts forthrightly."

Curb mass picketing, the "cause of the worst labor-management strife. Local authorities and police can't afford to make arrests and antagonize local voters and it seems impossible to prevent mass picketing despite injunctions or legal remedies. Possibly a special state force trained and qualified to handle industrial disputes, entirely free of local political ties, might be in order."

Amend Section 9(a) "which we believe is rather ambiguous as to what kinds of grievances, if any, may be settled directly with an individual worker. It seems to us that there are certain minor grievances which are of a purely personal nature and which do not affect other workers in the bargaining unit at all, which it should be possible to settle directly with the only person concerned and without having a union representative present unless the employee so requests."

Voluntary Welfare Plans

Modify Section 302 "covering payments to unions for benefit plans in a manner similar to the provisions for bargaining with supervisors, viz: to make such bargaining permissible but not mandatory. In other words, we do not believe the employer should be required to bargain collectively on benefit plans, particularly on noncontributory programs."

Amend the act to "limit the scope of collective bargaining—which now seems to embrace everything under the sun. Specifically, we are strongly of the opinion that such matters as merit increases, all health, welfare and retirement or pension plans should

be removed by law from the sphere of collective bargaining."

Change the act "to permit all unions to use the services of the National Labor Relations Board or to completely outlaw noncomplying unions with respect to any and all rights to represent employees. In any event, we believe that Section 8(b) (4) (C) should be changed to read as follows:

"It shall be an unfair labor practice for a labor organization or its agents to engage in, or to induce or encourage the employees of any employer to engage in a strike or a concerted refusal in the course of their employment to use, manufacture, process, transport, or otherwise handle or work on any goods, articles, materials, or commodities, or to perform any services where an object thereof is forcing or requiring any employer to recognize or bargain with a particular labor organization as the representatives of his employees if another labor organization has been certified as the representative of such employees, or, if it has been certified that the majority preference of such employees is against union representation, under the provisions of Section 9."

Force Decisions from Courts

"Before any major changes are made in the act, of far greater importance is the need for extensive clarification of its present provisions," writes a midwestern industrial relations director. "Opinions of various Washington experts cannot serve as definite guide posts for either management or labor. Every effort should be made to force decisions from the proper courts on those various widely publicized questions to which no one has the authoritative answers."

DEFER CHANGING ACT

One quarter of the executives felt that it was too early to suggest changes. Typical of such comments is that of an executive of a multiplant firm: "It is not a perfect piece of legislation by any means and yet we feel that now and for some time it will be too early to say what sections should remain and what sections, if any, should be removed."

"I do not believe that substantial changes in the act should be attempted until there has been more experience with the act as now in effect," writes the labor relations executive of a firm with over 200 union contracts.

"We do not believe that it is advisable to change any sections of the act right now," writes an executive of a firm with over 100,000 employees. "It takes considerable time to evaluate any new law, and we think the operations under the act should be watched for another year or so."

Some of the executives say they cannot suggest changes until they receive NLRB and Supreme Court decisions. A West Coast vice president, for example, writes: "In the absence of many decisions by the National Labor Relations Board and the Supreme

Court, we do not have the full or authoritative meaning of various and questionable sections of the act."

SUGGEST REPEAL OF ACT

Several executives suggest repealing the act. One is an industrial relations director of a national firm. He writes:

"Mr. John L. Lewis' suggestion that the NLRA¹ (as amended) should be repealed, in toto, is worthy of careful consideration. A new body of laws could be provided to continue a few of the outstanding features, such as the provisions regarding communists, and the power of the President in national emergencies."

An eastern industrial relations director writes:

"I don't see how you can change any particular section of the act without repealing the whole of it and starting all over again."

SHOULD REWRITE ACT

"Ideally, I think it would be beneficial if we could combine the Wagner Act and the Taft-Hartley Act into one clear-cut piece of legislation," writes the vice president of an eastern firm. "Its provisions might be stated in simpler English, and not leave so much latitude for legal interpretations. Perhaps this type of legislation is a utopian dream."

JAMES J. BAMBRICK, JR.

S. AVERY RAUBE

Division of Personnel Administration

¹The National Labor Relations Act (Wagner Act) was amended by the Taft-Hartley Act. What Mr. Lewis evidently proposed was the scrapping of both these laws.

Management Book Shelf

Selling the Idea of Free Enterprise—A discussion of selling techniques which management collectively can use in order to sell free enterprise by the same down-to-earth methods it uses individually in selling goods or services to its customers. By Edward C. Bursk, *Harvard Business Review*, May, 1948, pp. 372-384.

Getting Results from Suggestion Plans: A Practical Handbook of Suggestion Plan Policy and Procedure—A manual covering policies and procedures in organizing and operating a suggestion plan. Includes a detailed description of the plans in effect in eleven nationally known companies. By Herman W. Seinwerth, McGraw-Hill Book Company, 1948. 223 pp.

A Labor Union Manual on Job Evaluation—A concise treatment of the subject of job evaluation, including a discussion of major types of plans, and of the problems of installation and operation. By William Gomberg, Labor Education Division, Roosevelt College, Chicago, 1947. 80 pp.

Communication Methods at Carrier

THE practices of large companies vary at many points, but perhaps nowhere is there greater diversity of both policy and program than in the important area of employee-employer communication. Some companies give scant attention to matters of communication. They may not be convinced of the need for giving information to employees and getting information from them, or they may take the position that management information is for management alone. Other companies have limited programs of communication. A few go all out.

The diversity of practice in this area is owing, in part, to the newness of company communication programs. Wide experimentation is going on. No pat formula has been found, and it is not expected that one will be found which will apply to all businesses. But the need for solutions in individual companies is urgent.

Employees are being bombarded from all sides with political and economic doctrines. Their votes, allegiances, and loyalties are being sought by camps flying quite different banners. It is little wonder that the average worker today tends to reflect some of the confusion of the world in which he lives.

A MANAGEMENT CHALLENGE

The present situation is a challenge to management, and many company officers are conscious of the fact that they no longer will be able to enlist the full cooperation of their workers by traditional methods. It is no longer enough to get employees together for pep sessions. The open-door policy does not go far enough. The printed word—bulletin board announcements, company house organs, and so on—likewise is inadequate by itself. As others have pointed out, management today must show an *aggressive willingness* to share information with employees.¹

One company which has accepted seriously the responsibility of keeping its employees informed is the Carrier Corporation of Syracuse, New York. President Cloud Wampler takes an active personal interest in the program. "There is no question but that employees want to know about the policies and operations of their companies," Mr. Wampler points out. "They want to know the why of things, too. Moreover, they are going to get information. But will they get it straight? Will they get it through deliberate distortion or mangled rumor? Or will they get it direct from top side?"

¹For an excellent statement of this position, see "Sharing Information with Employees," by Alexander R. Heron, Stanford University Press, 1942. 204 pages.

"At Carrier," Mr. Wampler says, "we feel we can make management tasks smoother by opening channels so that employee opinion can express itself upward. The success of a two-way communication system depends upon freedom of discussion. Merely telling employees what management wants them to know is not enough. We must first find out what interests our workers and how much they know already about company and business matters. No one wants education crammed down his throat. But almost any employee wishes to know more about his job, about how his company is doing, and about general business conditions. Who better than management can tell him the story?"

"Getting the story is not a simple job. Rather, it is a very difficult one. We must be willing to work at it—and work hard. The possible values, however, are worth all the hard work and all the ingenuity we are able to bring to bear on the problem."

Mr. Wampler is not one to make recommendations for others which he does not apply to himself. In his own organization of more than 4,500 employees, he has worked unceasingly, telling his workers of company matters and explaining reasons for company decisions.¹ Since his election to the presidency of Carrier six years ago, the corporation has become increasingly well known for its forward-looking personnel policies.

EMPLOYEES RUN IT

The Carrier Institute of Business, now in its fifth successful general session, has been described in the *Saturday Evening Post* (December 16, 1944) and elsewhere. The institute is an evening adult education program of, by, and for employees. Its purpose is to help workers—supervisors and other management people are excluded—find answers to any and all business questions. Among the subjects covered are responsibilities of management, mutual obligations of labor and management, government and business, and the free enterprise system, particularly the inner workings of the Carrier Corporation.

The institute uses the facilities of a Syracuse high school. A board of managers made up of Carrier employees is in charge of the program.

It is considered an honor to be asked to speak at the institute. Officers of the corporation or persons entirely apart from the organization may be invited.

¹On one occasion, following the war, Carrier was faced with the necessity of reducing its expanded payroll. President Wampler felt that a simple layoff notice would not constitute a sufficient explanation. He courageously called all employees together and gave them the full story.

Each speaker is warned that he is expected to submit an outline of his talk for criticism at least two weeks in advance of his appearance. He is also notified that he will be expected to answer questions based on his subject. Speakers who accept lightly this latter condition may be jarred by some of the questions fired at them during the discussion periods which follow all talks. After a year or two of institute training, many Carrier employees have gained considerable insight into business and economic matters. Their questions reflect this training.

The Carrier Institute is interesting for many reasons. Two are cited here. The institute is an employee project from beginning to end. It is not a management-planned or management-operated program. Carrier Corporation wisely has kept hands off.¹ The fact that the institute is an employee venture is in itself perhaps a reason why the employees are so strongly behind it.

The second observation has already been suggested. *People need practice in getting and sharing information*, as they need practice in almost anything else they wish to do well.

If these two points may be applied generally to company information programs, it may be concluded that such programs should allow for maximum employee participation and that some of the values sought will not be realized at once.

A broad, well-established information program over and beyond the Carrier Institute has served the needs of the company's employees well. A newsletter covering a wide range of pertinent, timely management information goes to all salaried, exempt employees from the foreman level up. It is distributed once a month, or oftener, from the president's office.

A MANAGEMENT CABINET

A feeling developed, however, that a special and additional communication medium was needed for top echelon people. Accordingly, on December 23, 1946, Mr. Wampler called sixty members of his management family together, and the first of a continuing series of monthly Carrier Cabinet meetings was held. The remainder of this article is about the cabinet, but it is important to view the cabinet's activities within the framework of the company-wide communication program of which they form a part.

Beginning with sixty members, the cabinet has been expanded and now, after twenty months, includes ninety-one top persons. Among these are the nine vice-presidents of the company, the production managers, the chief purchasing agent and the expeditor of purchases, all department managers and their

¹This does not mean, of course, that a similar program, if company directed, could not be expected to succeed. At Carrier the employees took the initiative, gave the institute able direction, and the management has had reason to do little more than extend its moral support to the undertakings.

chief supervisors, the editor of the *Carrier Courier*, and a number of staff specialists. District and branch managers from Carrier's field offices, who may be in Syracuse at the time of a cabinet meeting, are always invited to attend. Often one or more board members are present, too.

A breakdown of the cabinet members by their departments shows the following:

Manufacturing	27
Sales	21
Personnel	11
Engineering	8
Financial	8
General management	6
International Division	5
Staff Division	5
Total	91

Program

EIGHTEENTH MEETING OF THE CABINET Carrier Corporation Syracuse, N. Y. Carrier Training Center Assembly Room

5:00	Roll Call
	Introduction of New Members and Guests
5:15	Financial Report (Comptroller) ¹
6:00	Carrier Six Months' Report (Vice President and Treasurer)
6:15	Report on Board of Directors Meetings (President)
6:30	DINNER
7:30	Procurement Situation (Vice President in Charge of Procurement)
7:40	General Business Conditions (Vice President and Treasurer)
7:50	Inventory Reduction Campaign (Vice President in Charge of Manufacturing Division)
8:00	Annual Report Poll (Director of Public Relations)
8:10	European Trip Observations (Vice President in Charge of Carrier International Division)
8:25	RECESS
8:40	Carrier's Five-Year Program (President)
9:05	Miscellaneous (President)
9:15	Adjourn

¹The titles of the persons making the reports are given here in place of the names which appeared on the original program.

Reflecting on the genesis of the cabinet, Mr. Wampler says: "We felt the need for more than just a handful of top people to be constantly in touch with important company developments and problems. It seemed to us that if all key members of the organization could know all the really important things that were going on, even though their own assignments were not directly involved, the company would obtain a variety of benefits."

Cabinet sessions are held monthly, normally shortly after a meeting of the Carrier board of directors. If

there has been a board meeting, the deliberations of the board are always reviewed for the benefit of cabinet members. Sometimes ideas are "tried out" on the cabinet before they are discussed with the board.

The cabinet meets in the company's modern, air-conditioned training center assembly room. The room is well suited to this purpose. Ninety persons fill it comfortably. The physical appointments are good. A lapel microphone is provided so that a conversational tone can be used by the speaker.

The meeting gets under way promptly at 5 p.m. with a roll call. Cabinet attendance is considered so important that members rarely ask to be excused.

The program of a recent cabinet meeting is printed on the preceding page. The titles of the speakers have been substituted for their names. It will be noted that seven different persons had places on the agenda. In addition, at least twenty other cabinet members spoke from the floor during the meeting, asking questions or engaging in the discussion.

Two reports at this particular meeting ran somewhat beyond their allotted time, delaying adjournment until 9.40 p.m. This represents a session of three and one-half hours, not counting the dinner period and the 8.25 p.m. recess. Many of the officers had been in the building continuously for thirteen or fourteen hours that day. Asked if this was not a long work day, one cabinet member replied: "Yes, it was. But we like these meetings once a month and I don't see how they could be shortened much without leaving out something important."

Meeting Informal and Dinner Free

The dinner is complimentary and is in the company cafeteria. A "gridiron dinner" at a downtown hotel has already become an annual custom. It provides an opportunity to "take off the top brass."

The atmosphere of a cabinet meeting is informal. Since all members are male, a wide selection of jokes may be—and are—told. Withal, however, there is close attention to the business at hand. The reports are well prepared and well given. The audience is an attentive one. The discussion periods following the reports are likely to be lively. Searching questions are asked. Why was the matter handled that way? What factors were chiefly responsible for inventory reduction? Why isn't Model 2X selling better? Does the board feel that the objectives of the five-year program are realistic?

Members of the cabinet do not hesitate to ask blunt questions of the president or of anyone else who has presented a report. Full information is supplied and no discussion is terminated prematurely.

Mr. Wampler sets up and chairs all cabinet meetings and he works hard and long over each agenda. He always presents one or more subjects himself. Other subjects are assigned to cabinet members at

least two weeks in advance. Assignments are taken seriously and careful preparations are made. Sometimes mimeographed materials are distributed. The program of each meeting is duplicated and passed out ahead of time.

Some topics appear on all cabinet programs. There always is a financial report and there always is a review of general business and economic conditions. There will be an account of the board of directors' meeting, if one has occurred since the last cabinet meeting. Other topics which have been given prominent attention at recent cabinet meetings include:

- Acquisition of new plant
- Carrier annual report
- Carrier employee security plan
- Carrier suggestion system
- Company budget
- Customer relations
- New employee handbook
- Public relations
- Research department plans
- Salary administration

"It is not a simple matter to plan a three- or four-hour program once a month," warns President Wampler. "If other companies decide to have cabinets such as ours, they should go into the matter with their eyes open. It's a lot of work—but also a lot of fun, and we certainly feel the experiment has been well worth all that it has cost us in time and effort. We're going right ahead with our cabinet meetings."

Values Received

Asked about the values of the cabinet, all members questioned shared Mr. Wampler's conclusions. One said that he felt much more a part of the company since the cabinet was organized. Another said the meetings knit the management family more closely together. A third reported that rumors around the plant had been cut 50%. Another stressed the many benefits gained by bringing the ideas of employees to the attention of top management. Another valued highly the broad management-training experience he felt he was receiving as a member of the cabinet. One summed up a general attitude when he said, "Now everybody gets everything straight."

STEPHEN HABBE

Division of Personnel Administration

Itching for Unionization

"Jurisdictional lines aren't what they used to be!" The CIO Auto Workers recently won an NLRB representation election of clothespin workers. And down in Cuba, the union representing a flea powder plant has organized the trainers and handlers of racing dogs.—The Supervisor, Foremen's Association of America.

—Before and After GM Formula

GENERAL MOTORS production workers covered by the GM formula¹ on September 1 got a cost of living wage boost of 3 cents an hour.

While the cost of living bonus may be a novelty to GM workers, it is old stuff to thousands of other union workers. Cost of living wage clauses in union contracts are not new; United Mine Workers, District 50, calls them "ancient."²

In its file of currently effective union contracts, THE CONFERENCE BOARD found thirteen signed before the GM-UAW agreement that relate wage renegotiations to changes in the cost of living. Three contracts signed after the GM-UAW wage agreement also had similar cost of living tie-ins. The escalator clauses in two of these contracts, significantly enough, are practically exact replicas of the GM-UAW clause.

IMPROVEMENT FACTOR IS UNIQUE

The other significant fact apparent from this small sample is that only the GM wage formula and its recent replicas carry the 3 cent annual improvement factor. Every other feature of the formula, such as specific quarterly dates for wage readjustment, the floor on wage drops, and the provision for automatic readjustment, appears in various other clauses.

Some cost of living clauses are simple in structure and merely state that wage renegotiations may occur after a certain length of time if the cost of living changes. In some contracts either party may request wage renegotiations. The contract between a New England warehouse and an independent union, for example, states:

"Either party may petition in writing, giving a thirty-day notice and one year from the execution of this agreement, that they desire to reopen the contract for the purpose of wage or hourly rate revision due to business or economic conditions.

"It is mutually agreed that the basis for such discussion will be the cost of living index as published by the Department of Labor, Bureau of Labor Statistics; that consideration shall be given to the rise or fall in the cost of living at the time of reopening, and the base cost of living figure as of July, 1947, the date of execution of the agreement. Such rise or fall in cost of living as is indicated for the period above specified shall be the basis

for either a point or percentage adjustment. It is also agreed that general business conditions shall be considered in relation thereto."

RENEGOTIATE AT UNION'S REQUEST

In other contracts, only the union can request wage modifications if the consumers' price index climbs a specified amount. Thus, in an agreement between a southern manufacturer and a local of the United Furniture Workers, CIO, the union can request a wage modification if the index has risen eight points. This clause, however, fails to specify what BLS index dates will be used to determine the change:

"It is agreed that the union shall have the right to reopen the wage clause for the purpose of negotiating a wage increase, and for no other purpose, at the end of six months from the effective date of this contract, provided however that this right may not be exercised by the union unless the cost of living as shown by the index figures of the United States Department of Labor has risen eight points or more between the effective date of this contract and the reopening date six months thereafter."

The union's unilateral right to request cost of living wage readjustments is stressed in an agreement between a midwestern utility company and a local of the Office Employees International Union, AFL. This clause prevents the company from decreasing wages if the consumers' price index falls:

"This agreement shall take effect the first day of July, 1947, and shall continue to and include May 31, 1949. It shall continue in full force and effect from year to year thereafter unless written notice is given by either party hereto to the other on or before thirty days prior to the expiration date, requesting that the agreement be amended or terminated, provided, however, that in the event the cost of living as reflected by the Bureau of Labor Statistics, Consumers' Price Index, shows a rise between July 1, 1947, and June 1, 1948, the union may at its option request negotiations on the subject of wages only. It is distinctly understood that the term 'wages only' shall include increases only of a flat amount to the classifications contained in the new contract, and shall not include any so-called fringe adjustments such as holiday pay, vacations, reclassifications, upgrading, or any other item save a flat amount on each man's pay. In the event that the parties are unable to agree on the question of wages which might be negotiated at the end of the first year of the contract, it is understood and agreed that the matter of wages will then be submitted to arbitration, pursuant to Article 6 of the contract. It is understood that the company does not propose to suggest a

¹The General Motors formula appears in the contracts with the United Automobile Workers, CIO and the United Electrical, Radio, and Machine Workers, CIO. For complete text of the GM formula see "Reaction to GM Wage Formula," *The Conference Board Personnel Management Record*, for July, 1948, pp. 344-345.

²See "Escalator Clause Called Ancient," *Labor Press Highlights*, *The Conference Board Personnel Management Record*, for July, 1948, p. 351.

decrease in wages in the event that the aforementioned cost of living index is lowered. The employer, for itself, and the union, for itself and its members, each agree that it will in good faith abide by all the terms and conditions of this agreement."

LOCAL COST OF LIVING RULES WAGES

In some cases the negotiators have geared wage adjustments to the cost of living index for the particular locale. An agreement between a New York firm and an AFL union stipulates, for example, that either party may request wage renegotiations "should the cost of living index for the New York City Area, as reported by the Bureau of Labor Statistics, United States Department of Labor, increase or decrease 10% from the existing point of 132.2 (as of March 15, which is the latest available report)."

A clause in an agreement between a midwestern manufacturing company and the AFL gears wage readjustment to the consumers' price index for Detroit. It states:

"This agreement may be modified as to wages on thirty days' notice by either party provided conditions so change that the cost of living index for the city of Detroit, as published by the Bureau of Labor Statistics, Department of Labor of the United States, increases or decreases by six points from the figure last agreed upon as the base figure."

"MAY BE MODIFIED"—NOT MUST

When the term "may be modified" is put in a clause like the one above, wage adjustments do not automatically follow a change in the cost of living index. The president of the company whose contract carries the above clause says: "The purpose of the clause is to make possible the *consideration* of wage modifications each time the BLS index moves six points and to permit either party to request a conference for that purpose. The clause does not automatically provide a change. However, a four cent increase per hour in wages has been granted in almost every instance that there has been a six point rise in the index.

"Our management has fostered this clause," adds the president of this large company, "to direct attention to the possibility of decreases and to provide a time for considering them as well as to provide an orderly method of arranging increases when needed. The clause has never been whole-heartedly supported by the union membership or the international headquarters and the resistance to it is continually greater. Nevertheless, our management continues to feel that it is much more logical to consider increases and decreases from a basis of this sort than to arrive at them through uncontrolled bargaining."

The "half-hearted support" of cost of living clauses is not limited to union workers in this one company. Many unionists have already condemned them. The editors of *Work* (Catholic Labor Alliance) state:

"The cost of living formula is all right for industries where workers are getting a decent wage. But it is very bad for companies which are paying low wages. Under such a formula, the workers' wages would be frozen at a level below standard and below a just wage. A cost of living formula simply keeps things as they are."

Another charge frequently leveled at cost of living clauses appears in an editorial from the same publication: "The tying of wages to the consumers' price index of the Department of Labor is not the happiest marriage possible. The BLS index doesn't measure changes in living costs; it only reflects changes in retail prices on some commodities."

To further this charge some unionists claim: "The amount of importance given each item within these six categories is based on a survey of the spending habits of American consumers in the 1934-1936 period, one of high unemployment and relatively low wages. Items which have become more important to consumers since then are neglected, yet prices have risen the most on these items. The index contains only rent as a housing expense, taking no account of payments on houses which workers buy. Since the war, the great majority of houses built have been for sale, yet the payment for these homes does not enter the BLS index."

UNION HELPS MAKE INDEX

One western company seems to have successfully overcome such union challenges by having the union itself cooperate in preparing a cost of living index suitable to the particular locale.

The wage clause in the contract between this company and an independent union states:

"The company and the union have arrived at a method of establishing a cost of living index for Ponca City, Oklahoma. If such index as determined in March, 1947, and each six months thereafter shall be as much as five per cent more or less than the previous index (the first index being determined jointly by the company and the union from prices taken in November, 1946), either party may initiate negotiations for a general wage change without regard to paragraph (1) hereof.

"Other provisions of this agreement notwithstanding, the union may open the matter of wages on March 1, 1948, but not earlier, because company has offered and union has accepted a cost of living bonus on condition that the general wage question shall not be opened before March 1, 1948."

In elaborating on how the union-management committee prepared the Ponca City, Oklahoma, index, an executive of the company also presents some possible advantages in this method of preparation:

"The cost of living index referred to in the agreement uses the goods and services priced by the Bureau of

Labor Statistics in determining the consumers' price index with weightings applicable to the Kansas City area as being most comparable to the Ponca City, Oklahoma, situation. The sources of information are selected retail stores, both chain and locally owned, in Ponca City for retail prices. A group of approximately fifty employees, who live in rented houses, provide information used as the basis for housing costs.

"The union assisted in preparing the index by assigning members with previous experience in retail sales as members of the joint management-union committee to collect information on prices from the merchants and suppliers of services. The joint committee calculated the results and certified the final index figures. Approximately the same group of union representatives has assisted in each of the succeeding pricings and calculations."

Advantages of Joint Preparation

The executive continues:

"There has been an indirect advantage in that the union through its participation in determining the cost of living level in this area is less inclined to make unfounded claims of cost of living increases in their wage discussions. It is also inclined to give more credence to the published indexes of the Bureau of Labor Statistics. The experience has been that the indexes determined for Ponca City parallel reasonably closely the Bureau of Labor Statistics figures. The principal advantage is that the index is determined more than a month ahead of the receipt of the comparable Bureau of Labor Statistics index.

"Another advantage of the clause in question is the indirect one of education for the union. It is our suggestion that the effort in making the local cost of living survey be avoided if possible and that, where it is necessary to include a cost of living provision in a contract, an agreement be reached to accept the Bureau of Labor Statistics figures, either on the national basis or on the basis of one of the cities which the bureau uses and which may be considered indicative of conditions existing in the locality in which the contract applies. We believe the union which might insist on local determination of an index will shortly come to the conclusion that it can well rely on the Bureau of Labor Statistics figures rather than make the individual effort to determine an index."

QUARTERLY RENEGOTIATIONS ALLOWED

Negotiators of an agreement between an Atlantic Coast company and the AFL's International Printing Pressmen and Assistants union have provided for quarterly wage renegotiations if the BLS index changes ten points. In this rather complex clause, they carefully designate the quarterly periods and delineate in detail what constitutes a ten-point change for wage renegotiation purposes:

"Section 6. This agreement may be reopened with respect to the hourly wage rates listed in Appendix I, in accordance with the provisions of paragraphs (a), (b), (c), (d), (e), (f) and (g) hereinafter enumerated:

"(a) As referred to in this Article IV, Section 6, the

index number to be used for the determination as to whether the subject of wages may be reopened as provided in this Section 6 shall be the published index numbers known as the Consumers' Price Index of the Bureau of Labor Statistics of the United States Department of Labor for New York, New York, as of October 15, 1947. This index number, as herein defined, is 161.7.

"(b) As referred to in this Article IV, Section 6, 'quarterly periods' shall be defined to be as follows:

First Quarter—October 16, 1947, to January 15, 1948, inclusive.

Second Quarter—January 16, 1948, to April 15, 1948, inclusive.

Third Quarter—April 16, 1948, to July 15, 1948, inclusive.

"(c) If at the end of any quarter or quarters, the index number has increased by at least ten points as provided in paragraph (d) below, and if the union shall give written notice thereof to the employer within ten days of the publication of such index number for the dates applicable at the end of any quarter; *viz.*, January 15, 1948, April 15, 1948, and July 15, 1948, respectively, then the union shall be entitled to institute negotiations with the employer for an adjustment of the hourly wage rates as listed in Appendix I.

"(d) An increase of at least ten points in the index number shall be considered to have taken place at the end of any quarter either: (A), if the index number applicable at the end of such quarter as provided in Article IV, Section 6, Paragraph (c), is at least ten points higher than the index number for October 15, 1947, and there has been no previous negotiation of an adjustment in hourly wage rates as provided in the foregoing Article IV, Section 6, Paragraph (c); or (B), if there has been previous negotiation or negotiations of an adjustment in hourly wage rates as provided in Article IV, Section 6, Paragraph (c), and the index number applicable at the end of any quarter as provided in Article IV, Section 6, Paragraph (c) is at least ten points higher than the index number for the end of any quarter which index number has been previously used as a basis for negotiation of an adjustment in hourly wage rates.

"(e) Similarly and by like notice the employer shall be entitled to negotiate with the union for an adjustment of the hourly wage rates as listed in Appendix I if at the end of any quarter or quarters the index number has decreased by at least ten points lower than the index number for the end of any quarter which index number has been previously used by the union as a basis for negotiation of an adjustment in hourly wage rates as herein set forth, provided that hourly wage rates shall not in any event be decreased below the amounts specified on Appendix I.

"(f) Any adjustment or adjustments in hourly wage rates mutually agreed upon by the union and employer hereunder shall become effective as of the beginning of the next quarter immediately following the date for which an index number has been used by either the employer or the union as a basis for negotiation of such hourly wage rate adjustments, except that any downward adjustment shall apply only to the employees who are on

the employer's payroll on the date such downward adjustment is agreed upon."

WHAT IS AN ESCALATOR CLAUSE?

The cost of living clauses so far considered tie wage negotiations to changes in the cost of living. They are generally known as cost of living wage reopening clauses. Wage adjustments under contracts with these clauses are not automatic, nor are they keyed to any previously designed formula.

A number of contracts, however, do make wage adjustments automatic. And the automatic adjustment is usually according to an agreed upon formula. This type of clause is generally called an escalator clause.

A true escalator clause calls for wages to rise and fall automatically with the cost of living index. And it places no limiting floor or ceiling on the amount wages can rise or fall to stay in line with the index.

Reasons for Labor's Opposition

A true escalator clause is rarely accepted by union leaders for two main reasons. One, escalator clauses are considered in many labor quarters to be against the fundamental "Gomper's" concept of trade unionism: the union members' pay, hours, and working conditions must always be improved. Secondly, it might be political suicide for a labor leader so to tie wages to an index that the members would wind up with an hourly wage rate less than they had originally gained through collective bargaining.

FLOOR AND CEILING

Rather than accept a true escalator clause, union leaders generally secure an escalator clause with a floor below which hourly wages will not sink. The floor is generally the base wage rate of the contract.

In rare cases, union-management negotiators have modified the escalator clause by placing a ceiling on wage rises as well as a floor under wage drops. A New England company and the AFL International Brotherhood of Paper Makers have, for the past six years, used a cost of living plan based upon the National Industrial Conference Board's consumers' price index. In each succeeding agreement, the ceiling has been raised and the floor has become the most recently agreed-upon base wage rate. Thus, in their 1946 agreement, the ceiling set was 20.8% above the January, 1942, rates; the floor was the base wage rate in effect on March, 1946. In 1947, the ceiling was raised to 40.9% above 1942; the floor was changed to the base rate in effect in March, 1947. In the current 1948-1949 contract, the ceiling has been changed to 50% above January, 1942, rates, and the floor has become the April, 1948, base wage rate.

In speaking of the contract clause, the president of this company said: "We don't know how successful

we are going to be in evoking the same formula in reverse, but we have certainly enjoyed an orderly method of negotiating instead of 'horse trading.'" The clause follows:

"1. The cost of living adjustment which was started on January —, 1942, and revised on November —, 1945, and again on March —, 1946, and again on March —, 1947, is hereby further revised and accepted as part of this contract.

"2. On May 31, 1948, the present 44.4% adjustment will be changed to conform with the new quarterly Conference Board figures for March 15, 1948, (available May 20). This new percentage will be paid through June, July and August, up to August 30, 1948. At that time the corresponding figures for June 15, 1948, will be used and paid through September, October and November, up to November 29, 1948. The calculation will then be based on the September 15th figures. The plan will continue in accordance with this pattern up to an agreed-upon maximum of 50.0%. Beyond 50.0%, the entire plan will be subject to review. Its continuation will depend upon conditions and experience.

"3. If 50.0% is not reached before May 1, 1949, the entire plan will be subject to review. Continuation will depend upon conditions and experience.

"4. It is understood that this cost of living adjustment may go up or down throughout the entire range of from 0 to 50.0% but decreases will not decrease the wage level below the basic evaluated rates in effect on April 12, 1948."

FIVE-BY-FIVE ESCALATOR

With every five-point change in the cost of living index, wages are automatically adjusted 5% of floor rates, according to an agreement between a large mid-western company and the American Federation of Grain Processors, AFL. This agreement also specifies the time at which the cost of living wage change becomes effective.

"The contract dated August —, 1941, between the company and the union contained the following cost of living wage plan.

"The company agrees that hourly earnings in the several classifications will be at least as high as those paid by the major competitors in the ——— industry.

"The company agrees to put into effect a five cents per hour increase for all hourly paid employees, except those who have not completed the probationary period.

"This five-cent increase will be entirely separate from the regular wage schedule and will be considered as part of a sliding scale plan, to be used in the future for guidance in determining the wage adjustments that fluctuate with changes in the cost of living. In operating such a plan, the present wage scale before adding the five cents per hour referred to above, will be considered as the floor on wage rates.

"Changes in cost of living will be reviewed quarterly, the next occasion for such a review being September 15. The guide to be used will be the United States Department of Labor, Bureau of Labor Statistics report for the

Detroit area. The average from 1935 to 1939, which is the standard for the Department of Labor in computing averages, will be considered as the base, or 100%.

"The index at the present time is 103.4%. Further changes in wages in the future, either upward or downward, will be made as the cost of living index reaches the half-way point between even 5% changes. For example, this first change was based on the index passing the half-way mark between 100% and 105%. The next consideration would come when the index had reached 107.6%, etc. In the event of a downward trend in the cost of living index, the adjustment would not be removed until the index reached the one-half way mark between the 5% intervals. For example, the five cents per hour referred to above would not be removed until the cost of living index returned to the 102.5% point.

"If wage changes are in order according to the change in cost of living, they will be made on a 5% basis of the floor rates.

"It is agreed that this cost of living wage plan will be continued in effect with the following modification.

"The official Department of Labor consumers' price index for the Detroit area will be reviewed quarterly upon receipt of the final report of the index reflecting the prices as of December 15, March 15, June 15, and September 15. Currently these reports are received approximately six weeks after these dates, and the next review will be of the report for September 15, 1947. The average from 1935 to 1939, which is the standard for the Department of Labor in computing averages, will be considered as the base, or 100%.

"If a change in the amount of cost of living bonus either upward or downward becomes due under this formula, it will become effective at the beginning of the first payroll week following such determination."

UPS AND DOWNS ARE RETROACTIVE

Wage changes in one contract are keyed to the percentage rise or fall in the cost of living index rather than the actual point change. This agreement between a large eastern manufacturing company and an independent union further stipulates that the rise shown by the BLS index must be sustained for at least another month before it can be made the basis for a wage change. The employees suffer no loss through this delay since the clause says that the wage hike is retroactive to the time when the index first reached its new level. Under this same provision, a fall in wages is also retroactive. But the employer may find himself in an administrative and bookkeeping quandary when he attempts to recover his due. This rather involved clause states:

"These wage rates shall remain in effect for the life of this agreement and are made part thereof except that wage rates shall be adjusted during the term of this agreement if the consumers' price index for large cities, published by the United States Department of Labor, hereinafter referred to as the index, increases or decreases five or more points from 156.3, which figure shall consti-

tute the base index figure for the purpose of this agreement. The index is published for a period of one month commencing the 15th day of a month and ending the 15th day of the following month (i.e., for the purpose of the agreement the index figure for a calendar month such as March shall mean the period from mid-February to mid-March). Changes in wage rates shall only be made if the index increases or decreases five points or more from the base index figure and the increase or decrease is maintained at or above five points from the base index figure for one month thereafter. The amount of increase or decrease will then be figured by dividing the difference between the base index figure and the index figure for the month during which the index first increased or decreased five points or more from the base index figure, by the base index figure. The base index figure will thereupon be changed to the figure for the month during which the index first increased or decreased five points or more from the base index figure. Subsequent increases or decreases shall be made only if the index increases or decreases five points or more from the new base index figure and at least five points of such increase or decrease is maintained for one month thereafter.

"(b) The monthly indexes used as a basis for making adjustments provided for in Section (a) of this article shall be the actual months covered by the index and not the date of their release or publication.

"(c) Any such adjustment in wages shall be retroactive to the beginning of the first pay week nearest the fifteenth day of the month for which the index shall first increase or decrease five points or more from the base index figure, as outlined in Section (a) of this article. All adjustments in wage rates shall be made to the nearest full cent per hour, fractions of less than \$.005 per hour shall be disregarded and fractions of \$.005 per hour or more shall be considered a full cent."

Because the cost of living has been rising constantly, the company has not had to use the retroactive wage drop provision. But an executive of this large multiplant company told THE CONFERENCE BOARD that he did recognize the difficulty that might arise should the company have occasion to enforce that particular section of the clause. As a result, the company has eliminated this retroactive feature from new agreements. Thus, under a contract recently negotiated by this same company with the International Association of Machinists, ind., cost of living wage adjustments go into effect after a thirty-day waiting period.

The new clause also contains this precautionary provision in case the method of computing the BLS index is changed:

"In the event of any change in the method used by the United States Department of Labor to calculate the index, the index will be invalidated as a means of computing cost of living wage adjustments in this agreement. In such event, this agreement will be reopened for the sole purpose of developing a new basis for computing adjustments in wages due to changes in the cost of living."

An escalator clause that antedates the GM-UAW formula, yet is strikingly similar to it, appears in an agreement between an eastern manufacturing company and an independent union. Under it, automatic wage readjustments are made quarterly at the rate of one cent an hour for each 1.3 point change in the BLS index. The clause also places a floor under the wage drops. There is no 3-cent annual improvement factor written into the clause but the company has set up a six-month period during which rates cannot fall below the initial 10 cents an hour increase. Should the BLS index plunge after that six-month period, the initial 10-cent increase can be cut no more than 2 cents. The clause states:

"The minimum rates of pay listed herewith include increases of \$0.10 per hour for hourly employees and \$4.00 per week for salaried employees over the schedule of minimum rates effective during the contract year 1947-1948. Company agrees further to change rates to correspond with changes in the consumers' price index for moderate income families, hereinafter referred to as cost of living index, in accordance with the following program:

"Dates for making cost of living adjustments will be as follows:

Aug. 2, 1948, based on index as of May 15, 1948 (approx.)
Nov. 1, 1948, based on index as of Aug. 15, 1948 (approx.)
Jan. 31, 1949, based on index as of Nov. 15, 1948 (approx.)

"Wage and salary adjustments will be \$0.01 per hour (\$0.40 per week salary) for each 1.3 point change in the index, as follows:

SCHEDULE EFFECTIVE UNTIL ADJUSTMENT OF NOV. 1, 1948

Cost of Living Index	Additional above	
	\$0.10 per Hour	\$4.00 per Week
Up to 171.4 inc.....	0	0
171.5 to 172.7.....	\$0.01	\$0.40
172.8 to 174.0.....	.02	0.80
174.1 to 175.3.....	.03	1.20
175.4 to 176.6.....	.04	1.60
176.7 to 177.9.....	.05	2.00
178.0 to 179.2.....	.06	2.40
179.3 to 180.5.....	.07	2.80
180.6 to 181.8.....	.08	3.20
181.9 to 183.1.....	.09	3.60
183.2 to 184.4.....	.10	4.00

SCHEDULE EFFECTIVE WITH ADJUSTMENT OF NOV. 1, 1948, AND THEREAFTER

Cost of Living Index	Decrease below	
	\$0.10 per Hour	\$4.00 per Week
Above 170.2.....	See Schedule Above	
170.1 to 168.9.....	\$0.01	\$0.40
168.8 and below.....	0.02	0.80

POST-GM CLAUSES

Shortly after the signing of the GM-UAW contract, a large East Coast company and a local of the

Bakery and Confectionery Workers International Union, AFL, adopted a wage agreement that practically duplicates the GM-UAW wage formula. Significantly similar are the two-year periods of the agreement, the quarterly period for automatic wage readjustments, the one-cent-an-hour change in wages for every 1.14 cent change in the BLS Index, the limiting of wage rate drops to 5 cents from the initial increase, and the 3-cent annual improvement factor. This clause, which follows the new wage formula pattern, provides:

"1. All male employees covered by this agreement shall receive an increase of eleven cents per hour, effective June 1, 1948, and all female employees covered by this agreement shall receive an increase of eight cents per hour effective June 1, 1948.

"A further increase of three cents per hour effective June 1, 1949, shall be made to all male and female employees covered by this agreement.

"These increases include the retroactive pay adjustment provided in paragraph 2 and shall not be in addition thereto.

"2. A retroactive pay adjustment for the period January 1, 1948, through May 31, 1948, of five cents per hour for all hours worked during said period shall be made without interest to all male and female employees covered by this agreement.

"3. A cost of living adjustment of the rate of pay effective on any adjustment date will be made, up or down, at the times indicated in Schedule A, in accordance with changes in the consumers' price index for moderate income families for large cities, published by the Bureau of Labor Statistics, Department of Labor (1935-1939=100) and hereinafter referred to as the BLS consumers' price index.

Effective Date of Adjustment:	Schedule A	Based on BLS Consumers' Price Index as of:
First pay period beginning on or after		
Sept. 1, 1948.....		July 15, 1948
Dec. 1, 1948.....		Oct. 15, 1948
Mar. 1, 1949.....		Jan. 15, 1949
June 1, 1949.....		Apr. 15, 1949
Sept. 1, 1949.....		July 15, 1949
Dec. 1, 1949.....		Oct. 15, 1949
Mar. 1, 1950.....		Jan. 15, 1950
June 1, 1950.....		Apr. 15, 1950
Sept. 1, 1950.....		July 15, 1950
Dec. 1, 1950.....		Oct. 15, 1950

"5. The April 15, 1948, BLS consumers price index of 169.3 shall be the base from which to determine the amount of change, if any, up or down, in the BLS consumers' price index. The amount of the cost of living adjustment, either above or below the base rate, which shall be effective for any three-month period indicated in Schedule A, shall be in accordance with the following

table identified as Schedule B. The base rate for the period June 1, 1948, through May 31, 1949, shall be the rate effective June 1, 1948, and the base rate for the period June 1, 1949, through December 31, 1950, shall be the rate effective June 1, 1948, plus three cents per hour.

Schedule B

If BLS Consumers' Price Index is:	Amount of Pay Over the Base Rate
169.3-170.3.....	base rate
170.4-171.5.....	1 cent per hour
171.6-172.6.....	2 cents per hour
172.7-173.8.....	3 cents per hour
173.9-174.9.....	4 cents per hour
175.0-176.0.....	5 cents per hour
176.1-177.2.....	6 cents per hour
177.3-178.3.....	7 cents per hour
178.4-179.5.....	8 cents per hour
179.6-180.6.....	9 cents per hour
180.7-181.7.....	10 cents per hour
181.8-182.9.....	11 cents per hour
183.0-184.0.....	12 cents per hour
184.1-185.2.....	13 cents per hour
185.3-186.3.....	14 cents per hour
186.4-187.4.....	15 cents per hour
187.5-188.6.....	16 cents per hour
188.7-189.7.....	17 cents per hour

and so forth with one cent for each 1.14 change in the BLS consumers' price index.

If BLS Consumers' Price Index is:	Amount of Pay Under the Base Rate
169.3-170.3.....	base rate
168.2-169.2.....	1 cent per hour
167.0-168.1.....	2 cents per hour
165.9-166.9.....	3 cents per hour
164.7-165.8.....	4 cents per hour
163.6-164.6.....	5 cents per hour

"In no event will a decline in the BLS consumers' price index below 163.6 be used in making a cost of living adjustment.

"6. In the event the Bureau of Labor Statistics does not issue the BLS consumers' price index on or before the beginning of any pay period referred to in Schedule A, any cost of living adjustment required will be made instead at the beginning of the first pay period after issue of the BLS consumers' price index but not retroactive to the pay period as scheduled in Schedule A.

"No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures for the BLS consumers' price index.

"The parties to this agreement agree that the continuance of the cost of living adjustment is dependent upon the availability of the official monthly BLS consumers' price index in its present form and calculated on the same basis as the BLS consumers' price index for April 15, 1948, unless otherwise agreed upon in writing by the parties to this agreement."

An almost exact replica of the GM-UAW cost of living clause appears in a contract between a mid-

western manufacturing company and the International Brotherhood of Electrical Workers, AFL. The president of this company writes:

"The reason we used the GM-UAW formula in the new contract was because our people were on strike at the time and both sides were anxious to settle and get back to work. When the GM settlement was announced both our people and the IBEW agreed quickly on the same pattern. One of the things we like about it is that the contract is effective for two years."

JAMES J. BAMBRICK, JR.

HAROLD STIEGLITZ

Division of Personnel Administration

Management Book Shelf

289 Retirement Plans—The 1948 edition of the Bankers Trust Company series on retirement benefit plans analyzes company retirement plans which have either been adopted or amended during the period 1946 and 1947. It discusses the important provisions of the 289 plans, the amendments made in older plans and includes a detailed tabular analysis of all the plans, grouped by industry. Bankers Trust Company, New York.

Salaries in Manpower Management—The titles held by individuals heading personnel administration in two hundred firms, their ages, years of experience in personnel work and their salaries are given in this article, which summarizes the findings of a survey conducted early this year by the Industrial Relations Center of the University of Minnesota. The salary information is classified according to the title borne by the administrator and by the size of firm. Tables show the ratio of personnel workers per hundred employees in the firms surveyed. By Dale Yoder, *Modern Management*, May, 1948.

Full Employment in Your Community—The thesis of this publication is the expansion and stabilization of employment, especially on a community level. It deals with the ways in which local governments can contribute toward this objective. The final chapter outlines a program for coordinated community action, including the organization and activities of an employment council. Several chapters are devoted to measures which industry has undertaken to stabilize employment. The study also discusses the possibilities of attaining full employment in nonmanufacturing industries and in agriculture. *A report of The W.E. Upjohn Institute for Community Research, Public Administration Service, Chicago, 1947 (\$2.75).*

A Blind Hog's Acorns—The effects of various occupations upon the health of workers are considered. The author relates, in narrative style, many of the experiences he encountered in years of tireless effort devoted to the study and prevention of occupational diseases.

It is a story about real people and, while it is in no sense a text book, the author directs attention to the importance of detail, keen observation, and perseverance, in solving industrial health problems. By Carey P. McCord, M. D. Cloud, Inc. 311 pages; \$2.75.

Syracuse Citizens Tackle Employee Education

SERIOUSLY disturbed by "the general public apathy toward fundamental economic, social, and spiritual values," a group of eight Syracuse citizens began in the late summer of 1946 a series of informal meetings in an effort to solve the problem. All eight men represented broad and successful accomplishment in business and professional life.

First, they drafted a statement of principles and purposes that was mutually acceptable. Then they attacked the problem of putting these principles into effective action. It was determined that the group—whatever its ultimate nature—was to be politically nonpartisan and nonsectarian and not representative of any economic group.

Now comprising about eighty members, the group was formally organized on July 29, 1947, and incorporated November 24, 1947. A veteran newspaperman and radio commentator, H. R. Ekins, serves as full-time director of the Citizens Foundation.

The following excerpts, taken from the Foundation's booklet, *The Story of the Citizens Foundation*, describe briefly some of the aims, accomplishments, and structure of the organization.

AIMS

"The Citizens Foundation is a membership corporation. It was founded by public-spirited citizens. It is devoted to the defense of our basic freedoms, which we are losing—partly from attack, largely by default.

"Our active enemies are the communists, their allies and their dupes. They are attacking our way of life, taking advantage of unrest where it exists; creating disturbance where there is tranquility.

"Our passive enemies are ignorance and indifference. They are permitting freedom—economic, political and moral—to slip away in return for promises of a life of less personal responsibility.

"The Citizens Foundation answers the challenge. Most of us are too busy with our jobs and with our individual community responsibilities to fight for freedom as we would wish to fight. The Foundation is a means of pooling the limited time of those who greatly desire to save freedom in America.

"By freedom, we mean that concept of a free society in which each person has the greatest possible opportunity to develop as an individual. We believe that freedom cannot exist separately from responsibility.

"We believe in economic freedom—basically in the American system of free, competitive private enterprise

because this system has brought the world's highest material standard of living to America. We believe that every limitation upon production, intentioned or not—whether initiated by government, by individuals or groups—raises the cost of goods, lowers the standard of living and restricts opportunities for employment.

"We believe in political freedom. Our basic position is that government should be asked to do as little as possible, rather than as much. Whatever limits are placed upon individual freedom should be established by law. Government must be by law and not by men. All citizens must stand equal under the law."

ACCOMPLISHMENTS

Among the foundation's accomplishments are the following:

1. Sparked the American Heritage Program in Syracuse.
2. Stopped the proposed broadcasting of communist-front programs on a local station.
3. Exposed the misuse and abuse of the names of a score of Syracuse citizens in connection with a Henry A. Wallace meeting. An apology and a retraction "were wrung from the Communist-inspired PCA."
4. Helped actively to cause a union local to repudiate the communist-domination of its international.

Members of the Citizens Foundation work together through committees and "task forces." In addition to executive, finance and membership committees, there are also the following:

Free Enterprise	Anti-Communism
Church Cooperation	Human Relations in Business
Taxation	School Education
Local Government	Public Information
Veterans	Program
Youth	Employee Education

EMPLOYEE EDUCATION

Describing the work of the employee education Committee, Mr. Ekins states:

"The Citizens Foundation is active in encouraging and in stimulating employee education as part of a broad program of public understanding of the meaning of free enterprise, its benefits and the attacks on it. The foundation recognizes the long-prevailing danger of apathy, as well as challenges by communists, fellow-travelers, amateurs in the field of economics and dupes who accept the ideas of collectivism and statism under other names.

"It is to be emphasized that the Citizens Foundation does not seek publicity or promotion for itself. It prefers to work through other organizations; to be a stimulating force.

"In the organization to implement the American Heritage Program, there was a labor-management committee. Upon meeting, it found itself, through the membership, in accord on basic principles and objectives, such as opposition to subversive activities, realization of the worth

of freedom and understanding of the concept: 'Out of many, one.' Almost immediately, this labor-management committee changed its name.

"It called itself the 'Producers of Syracuse,' in recognition that whether a man worked at a desk or at a bench, his concern was to produce the most and best goods for more people at less cost. When the Freedom Parade came along on November 1, 1947, Syracuse workers and top management marched together. There were no banners, except 'Producers of Syracuse.' There were no AFL, no CIO, no company labels. The floats, symbolic of co-operation, unity and interdependence, also were labeled simply: 'Producers of Syracuse.'

"The group, which meets frequently for face-to-face, amiable and enlightening discussion of mutual problems, has not been content merely to cooperate in civic undertakings. *The Red Package* was sent by mail into the homes of 50,000 employees in central New York. It was endorsed by the members of the Producers of Syracuse. In some cases *The Red Package* was mailed to employees in company envelopes accompanied by a letter on company letterhead. In others, it was sent by the Citizens Foundation with a letter. At the Carrier Corporation, *The Red Package* was sent to organized employees by the union. At the Porter Cable Machine Company, it went out with a letter signed jointly by management and the union.

"There have been many other examples of employee education aided by the Citizens Foundation. In some of them, the Foundation participated actively. For example, in February, 1948, The Precision Castings Company of Syracuse, Fayetteville (N. Y.), Cleveland (Ohio) and Kalamazoo (Mich.), received a demand for contract negotiations from the International Union of Mine, Mill & Smelter Workers, CIO. Precision refused to bargain until the MM&SW had signed the Taft-Hartley affidavits. The union's international officers could not do so, for fear of prosecution for perjury. The company told the story to employees, assembled voluntarily to hear it. The Foundation broadcast the story. Result: Precision workers ignored a MM&SW strike call. There was an NLRB election for a bargaining agent. MM&SW was repudiated by 97% of the Precision workers, who now are in the UAW-CIO at Fayetteville. In Syracuse they would have no part of any union. In Cleveland they went AFL. In Kalamazoo there is to be a runoff. But MM&SW was licked all around. That was employee education.

"In another area of activity, Syracuse was caught up in a heated controversy over a local retail sales tax *vs.* a gross business tax to finance the municipal treasury. It is a long story, but the upshot of it is that local labor leaders have gone back to their memberships unalterably opposed to a gross receipts tax—on the grounds of principle and after having considered the problem on the basis of what is best for the most people. That is employee education.

"The Citizens Foundation and many of the industrial and business leaders of this community recognize that the most effective employee education is achieved as employees are reached in their homes through the radio, the press and the plant publications . . . (and)

through the organizations whose meetings they attend, such as parent-teacher associations, men's clubs, veterans' organizations, social and athletic clubs, etc. In such forums, employees are reached through speakers booked by the Citizens Foundation, which enjoys public confidence because it is not a special interest group and because it does make the general welfare its concern.

"In addition, many employers in Syracuse do conduct programs of employee education—through regular meetings of supervisory workers, through material inserted in plant publications, through the publication and distribution among workers of financial statements. Practically nothing is done through newspaper advertising, because of the conviction that very few workers would read the ads anyway and if they did, might well be prejudiced against them to start with.

"While the Citizens Foundation has no connection with the local manufacturers' association and while it is in no way a front for it, the Foundation does consult with the Manufacturers' Association of Syracuse to keep in touch with its industrial relations program, to suggest means of implementing it or making it more effective, and to avoid duplication of activities. If somebody else is doing a good job in employee or public education, the Citizens Foundation bestows an earnest blessing and then goes on to do something that otherwise would not be done.

"The Citizens Foundation is aware that in employee education there must be operations on various levels of intelligence. Accordingly, we stimulated the mass distribution in central New York of *Is This Tomorrow?* published by the Catechetical Guild of St. Paul, Minn. The Foundation is constantly evaluating material with a view toward recommending and stimulating the distribution of books, pamphlets, reprints of magazine articles and so on which are considered helpful in promoting public understanding of free enterprise or in meeting the attacks on it.

"With the idea that it is good to have families discuss on a basis of personal meaning the economic and social problems of the day around the supper table, the Citizens Foundation also believes in reaching employees through their children. 'Our American Heritage,' a study course recommended by the National Education Association, was introduced into all Syracuse public and parochial schools. Beginning with September of 1948, Syracuse school children will receive monthly issues of *It's Fun To Live in America*, prepared by Kiwanis. *It's Fun To Live in America* also will have a mass distribution.

"Are we doing any good? I believe we are. It is difficult to weigh the results of our work, or to put them on the table for inspection. But I think there is an increasingly better atmosphere in Syracuse and I wish we had it in more other places."

On the basis of inquiries which the Citizens Foundation has received, they believe that they are establishing a pattern to be followed by other communities.

ELMER W. EARL, JR.
Division of Personnel Administration

Time Off for Employees To Vote

ELECTION DAY is not far off. With many major political offices at stake, both labor and management spokesmen have started extensive political action campaigns to encourage a record turnout of voters. Leaders in the ranks of organized labor, particularly, have set their sights upon the defeat of those political candidates whose voting records they consider antilabor.

Only a small minority of companies surveyed by

THE CONFERENCE BOARD plan to observe November 2 as a holiday. Of 250 companies providing data on hourly workers, only 8% indicate that no work will be performed on Election Day. Of 263 companies reporting on their salaried employees, only 13.7% are observing Election Day as a full holiday. In the remaining companies, November 2 will be a regularly scheduled work day.

Few of the 265 cooperators plan to liberalize their

TABLE 1: SUMMARY OF STATE VOTING LAWS

Source: THE CONFERENCE BOARD

("✓" indicates provision is included in the law)

State	Are There Any State Laws Obliging Employer to Grant Time Off on Election Day?	Maximum Time Off	Pay Deductions Forbidden	Employee Must Request Time Off in Advance	Employer May Designate Voting Hours	
Alabama.....	No	.....	.....	.....	.....	aAttorney General construes time off law as meaning that an employee is entitled to whatever time off is necessary for him to vote up to two hours, between the time of opening and closing the polls. It does not entitle employee to any time off if the facts show that no time off is needed. It is said further that to construe the section as granting two hours off regardless of necessity would be unreasonable. (Cited in 4 ops. Cal. Atty. Gen. 415)
Arizona.....	Yes	2 hours	✓	✓	✓	
Arkansas.....	No	.....	.....	.....	.....	bPay deductions cannot be made for two-hour period except when such employee is employed and paid by the hour. (Sec. 296, Ch. 59, 1935 Colo. States Annot.)
California.....	Yes	2 hours a	✓	not specified	not specified	
Colorado.....	Yes	2 hours	✓ b	✓	✓	cAlthough current statute provides for time off to vote with pay, a previous similar law was declared unconstitutional by Illinois Supreme Court.
Connecticut.....	No	.....	.....	.....	.....	
Delaware.....	No	.....	.....	.....	.....	dNo one shall be employed during the first four hours that polls are open. This pertains to any manufacturing, mining, mechanical, or mercantile establishment or any railroad corporation in the state. Those employed at "works of necessity" may mutually agree with the employer on any four hours that the polls are open that will be most convenient.
Florida.....	No	.....	.....	.....	.....	
Georgia.....	No	.....	.....	.....	.....	eEmployee shall be granted sufficient time off, not to exceed four hours.
Idaho.....	No	.....	.....	.....	.....	
Illinois.....	Yes	2 hours	✓ c	✓	✓	fEmployer shall not threaten to discharge or reduce salaries or wages of an employee who exercises right to vote. The Attorney General has not ruled on whether the actual hours taken off to vote must be paid for.
Indiana.....	Yes	4 hours d	not specified	not specified	(d)	
Iowa.....	Yes	2 hours	✓	✓	✓	gLimited by statute to the first two hours that polls are open. Applies to employees of manufacturing, mechanical or mercantile establishments.
Kansas.....	Yes	2 hours	✓	✓	✓	
Kentucky.....	Yes	4 hours	✓	✓	✓	hEvery employee is entitled to time off to vote during the forenoon.
Louisiana.....	No	.....	.....	.....	.....	
Maine.....	No	.....	.....	.....	.....	iOn primary election days only.
Maryland.....	Yes	4 hours e	✓ f	not specified	✓	
Massachusetts.....	Yes	2 hours g	not specified	✓	(g)	jElection day is legal holiday and no person shall be employed in any manufacturing, mechanical, or mercantile establishment, except such establishments as may lawfully conduct their business on a legal holiday. Those persons employed on election day shall be given a leave of absence for a period of three consecutive hours.
Michigan.....	No	.....	.....	.....	.....	
Minnesota.....	Yes	Forenoon h	✓	not specified	(h)	kIf employer does not designate two hours, employee can select two consecutive hours, if advance request is made.
Missouri.....	Yes	4 hours	✓	not specified	✓	
Mississippi.....	No	.....	.....	.....	.....	lLaw says that employee shall not be penalized for taking two hours off to vote.
Montana.....	No	.....	.....	.....	.....	
Nebraska.....	Yes	2 hours i	✓	✓	✓	mMore time off must be granted if required.
Nevada.....	Yes	3 hours j	not specified	✓	not specified	
New Hampshire.....	No	.....	.....	.....	.....	nAttorney General has ruled that an employee is entitled to absent himself from his job for a reasonable time for the purpose of voting.
New Jersey.....	No	.....	.....	.....	.....	
New Mexico.....	Yes	2 hours	✓	not specified	✓	oAttorney General maintains that the prohibition of wage deductions when the employee absents himself from his work in order to vote is invalid.
New York.....	Yes	2 hours	✓	✓	✓ k	
North Carolina.....	No	.....	.....	.....	.....	pIn the opinion of the Attorney General, an employer is within the statute and his rights in prescribing the time allowed during the day for purpose of voting. The time off specified should give the employee ample and convenient time in which to vote.
North Dakota.....	No	.....	.....	.....	.....	
Ohio.....	Yes	2 hours	✓ l	✓	✓	qPay deductions for two-hour period cannot be made except if employee is paid on an hourly basis.
Oklahoma.....	Yes	2 hours m	not specified	not specified	✓	
Oregon.....	No	.....	.....	.....	.....	rMore than three hours off must be granted, if necessary.
Pennsylvania.....	No	.....	.....	.....	.....	
Rhode Island.....	No	.....	.....	.....	.....	sDemand for time off must be written.
South Carolina.....	No	.....	.....	.....	.....	
South Dakota.....	Yes	2 hours	✓	not specified	✓	tLaw specifically permits employer to make pay deductions for time lost in voting.
Tennessee.....	No	.....	.....	.....	.....	
Texas.....	Yes	(n)	(o)	not specified	(p)	uLaw applies only to primary elections; one hour off with pay.
Utah.....	Yes	2 hours	✓ q	✓	✓	
Vermont.....	No	.....	.....	.....	.....	
Virginia.....	No	.....	.....	.....	.....	
Washington.....	No	.....	.....	.....	.....	
West Virginia.....	Yes	3 hours r	✓	✓ s	✓	
Wisconsin.....	Yes	3 hours	(t)	✓	✓	
Wyoming.....	Yes	1 hour	(u)	not specified	not specified	

time-off policies on November 2. (See Table 2.) Of 200 companies who have definitely decided on their policy for observing Election Day this year, only four cooperators, or 2%, are making changes from policies followed on previous Election Days. In these four companies, the previous practice was to grant up to two hours off with pay. This year, however, they are planning to observe Election Day as a full paid holiday.

STATE VOTING LAWS

When work is to be performed on Election Day, employers should be familiar with the legal obligation to grant voting time off to employees. Policies affecting time off on Election Day are formulated in most companies to conform to current regulations effective in the state within which the company is operating. As can be seen in Table 1, twenty-four states require that a certain number of voting hours off must be granted, usually with pay.

To assist employers in determining their legal obligations to grant voting time off, THE CONFERENCE BOARD recently wrote to the attorney generals of the forty-eight states. These officials provided an up-to-the-minute picture of voting regulations relating to the following problems:

1. Existence of regulations regarding voting time off to employees in private employment.
2. The maximum time off legally required, if any.
3. Obligation of the employer to pay for the time employee takes off from work to vote.

Table 2: Changes in Granting Voting Time Off on Election Day

Source: THE CONFERENCE BOARD

Policy	Manu- facturing Com- panies	Non- manu- facturing Com- panies	Total	
			Number	Per Cent
Are you planning to change your policies on granting voting time off for Election Day, 1948?				
Yes.....	4	...	4	1.5
No.....	159	37	196	74.0
Undecided.....	54	3	57	21.5
Not reported.....	7	1	8	3.0
Total.....	224	41	265	100.0

4. Need of employee to request time off in advance in order to vote.

5. Right of employer to designate the hours during which employee may vote.

The replies of the attorney generals are contained in Table 1. In several cases, interpretation of the voting laws as they exist on the statute books was provided. These interpretations, where contributed, are entered as footnotes to Table 2.

In states where laws relating to voting time off are in effect, the general practice is to penalize employers who violate these statutes. Employers who refuse to grant voting time off, or who fail to pay employees for such time (where the law so prescribes), are almost always guilty of a misdemeanor punishable by a fine or imprisonment, or both.

JOHN J. SPEED

Division of Personnel Administration

Trends in Labor Relations

Does Paternalism Pay?

James S. Killen, who recently quit as General McArthur's labor adviser, tells a humorous story of a paternalistic Japanese employer. As background for his story, he points out that the average Japanese enterprise historically has constituted one big happy paternalistic family. "Once an employee, always an employee," he says, has been the rule rather than the exception in Japan. "If business became slack and no work was available, there were no layoffs; instead payment of wages continued."

Mr. Killen, who is also vice president of the AFL's International Brotherhood of Pulp, Sulphite and Paper Mill Workers, tells the story in his union's official journal: "A steel plant was destroyed during the war by bombing; the company continued to pay wages to its 1,500 employees. After the surrender, these workers formed a union, and, although they still

were not working since the plant remained a shambles, entered into negotiations for wage increases. Attempts at peaceful settlement failed; the workers then went 'on strike' until finally a compromise was reached and the 'strike' was settled! Incidentally, in this case the workers stayed on the payroll for almost eighteen months until finally the employer went bankrupt."

Wages Based on State Wage Index

The GM-UAW cost of living formula has focused the spotlight on automatic formulas for the computation of pay increases. While the GM-UAW formula has received considerable praise, a criticism leveled at it has been that the rates of those firms that used this formula might get out of line with the wage rates of plants and offices in the same area.

Their wage rates might be either too high, or too low. The method evolved by executives of the Baker Manufacturing Company, Evansville, Wisconsin, to get around this difficulty is to base their wage rates on their state's wage index.

The Baker Manufacturing Company is a nonunionized firm. Men in the shop, however, are represented by a shop committee. Members of the committee requested the company to set up a wage-increase system based on competitive wages rather than on the cost of living. The company, in response, set up a system under which they multiply the worker's regular wage rate by the index for the "Average Hourly Earnings for Workers in Wisconsin Manufacturing Industries." To explain their automatic wage adjustment system, the company executives sent the workers the following memorandum:

DATE: May 20, 1948
 SUBJECT: Automatic Wage Adjustment
 ATTENTION: All employees

"As you know, your total 'regular' earnings based on your base rate plus any production bonus, are multiplied by a percentage to figure your actual total pay. On May 5, this percentage, now known as the Evansville Adjustment, was increased to 132%. This means that an employee, for example, who worked as follows:

40 hours at 65¢ per hour	= \$26.00	Hourly earnings
Total of all production bonuses = +6.00		Production bonus amount
	\$32.00	Total regular
	x 132%	Evansville Adjustment
would receive	\$42.24	Total

"The size of the Evansville Adjustment is automatically figured out, and no person has anything to do with setting the figure.

"Here is how the system works. The Industrial Commission in Madison figures out, each month, the Average Hourly Earnings of Workers in Wisconsin Manufacturing Industries, and sends us this figure, which we will call the Wisconsin Index.

"The latest Wisconsin Index is 132. When the company receives it, it is multiplied by a number called the 'Evansville Factor' to fit our situation. This factor is now set at 1, and since $132\% \times 1 = 132\%$, it means that the Wisconsin Index is used just as it comes, as the Evansville Adjustment. On rare occasions when the Evansville Factor is changed, for example, due to flat-rate adjustments, notice of the change is given to all employees and the change is made only after discussion with the shop committee.

"Since the Wisconsin Index usually reaches us just after the end of the month, we have decided to make changes, when they occur, on the fifth of the month. The 'Effective Date' is the fifth, or the first day after that the current Wisconsin Index arrives. For practical reasons, the Evansville Adjustment used on your pay is the one in effect at the time the pay is figured. To save a lot of work the Evansville Adjustment will always be used 'rounded off' to the nearest whole per cent.

"You can see that these things mean your pay includes an automatic adjustment, to follow the trend of Wisconsin Manufacturing Wages, that is simple and easy to apply. If you have any question, please contact (names) who will be very happy to explain."

In commenting on the use of their wage index, the company's statistician states: "A statistical inspection shows that in the present period, the wage series and the cost of living series are highly correlated." He adds that use of the wage index "aids us in keeping in a competitive position with the surrounding plants with whom we compete for labor."

Noncomplying Unions Losing Ground

Gleanings from the labor press last month showed that unions that have not complied with the Taft-Hartley Act by filing noncommunist affidavits and other data are losing ground on two fronts: (1) They are losing status as certified bargaining representatives; (2) They are losing membership.

An indication of what is happening to noncomplying unions as certified bargaining representatives is given by the *International Woodworker* (International Woodworkers, CIO). The union paper presents an analysis of sixty-one NLRB decertification elections¹ held up to April 30, 1948, that shows:

1. Noncomplying unions participated in thirty-five decertification elections; won five and lost thirty.
2. Complying unions participated in twenty-six decertification elections; won seventeen and lost nine.
3. Of the twenty-two unions that won decertification elections, seventeen were complying unions, four were noncomplying, and the status of the other was unknown. Of the thirty-nine unions that lost decertification elections, thirty were noncomplying, and nine had complied.

Noncomplying unions are suffering from wholesale desertions from their ranks, according to the labor papers. In Philadelphia, the entire membership of the CIO's United Credit Store Employees' Union, according to the *AFL News Service*, bolted the CIO to affiliate with the AFL's Retail Clerks International Association.

According to *Work* (Catholic Labor Alliance), two CIO white-collar unions, the United Public Workers and the United Office and Professional Workers, "both in the staunchly left-wing column," found that thousands of their members were either seceding or threatening to secede. *Work* says that two other CIO unions which are complying with the act—the United Paper Workers and the Industrial Union of Marine and Shipyard Workers—promptly set up catch-all affiliates and put out welcome signs for the secessionists.

In an NLRB decertification election, the employees vote on whether they want the union that has been representing them to represent them no longer. If a majority of employees in the bargaining unit vote against that union, then it is out.

The *United Automobile Worker* (UAW-CIO) says that 20,000 former members of the noncomplying United Mine, Mill and Smelter Workers, CIO, have affiliated with the UAW. The new members comprise the National Association of Die Casting Workers, a group that merged with UMMSW in 1942. The present exodus of the NADCW resulted from disagreement with the UMMSW over its leaders' failure to sign noncommunist affidavits.

JAMES J. BAMBRICK, JR.
Division of Personnel Administration

Labor Press Highlights¹

Avoid Courts on Overtime on Overtime: Green

Avoid court suits on overtime on overtime and stick to collective bargaining settlements is AFL President William Green's advice to affiliated union heads. According to the *AFL Weekly News Service*, Mr. Green also told the union heads that the Supreme Court decision on double overtime would affect existing overtime practices in only a few cases. The AFL leader, says the *News Service*, warned that the Goodwin-Wiley bill, if enacted, might encourage evasions of the basic requirements of the Fair Labor Standards Act.

"T-H Act Can't Burden Foremen"

Foremen's Association President Carl Brown, summing up his thoughts on the Taft-Hartley Act in the union's magazine, *The Supervisor*, concludes: "As long as the anti-labor law remains unchanged, foremen are in an envious position. They are free of all the onerous regulations and restrictions in their pursuit of collective bargaining."

UMW Aids Paraplegic Miners

Eighty-nine paraplegic miners are now at the Vallejo, California, rehabilitation center under the UMWA welfare fund program, reports the *United Mine Workers Journal*. Since June 11, adds the *Journal*, 124 of the most seriously handicapped victims of mine disasters have been placed in specialized hospitals.

Voting Rights for the Quick and Dead

"You don't even have to work for the company these days to have your vote counted 'no' in an NLRB union security election," says *Organized Labor* (AFL Building Trades Council, California). In an Oklahoma union-shop election, ten of the thirty-seven men on the NLRB eligible list were laid off the day before the election and did not vote. The union shop won, 23-4. But, says *Organized Labor*, the NLRB insisted that the ten men who were laid off be counted as "no" votes.

¹From the August labor press.

The AFL publication also says that if a South Carolina company had had its way, even the dead would have voted in a union security election. The company submitted a list of eligible voters that, according to *Organized Labor*, was found to include hospitalized workers, fired workers, and dead men.

500,000 Steelworkers Average 13 Cents Raise

The average hourly wage rise of 13 cents granted by United States Steel has now spread to 500,000 union members in the steel-producing industry, says *Steel Labor* (United Steelworkers of America, CIO). As negotiations with fabricating and processing companies continue, adds *Steel Labor*, the increase will seep through the entire steel industry.

Oil Workers Net Heavy Gains

O. A. Knight, CIO Oil Workers' chief, credits his union with increasing the purchasing power of 250,000 American oil workers by \$338 million since V-J day. In his annual report, as quoted in the *Oil Worker* (Oil Workers International Union, CIO), Mr. Knight says the three wage drives since the end of the war have netted an average increase of 65 cents an hour, or \$1,352 a year, for each oil worker.

Says Ford Workers' "Yes" Cost \$75,000

In what the *International Woodworker* (International Woodworkers of America, CIO) claims was the biggest union shop consent election so far held, the workers at Ford Motor Company approved the union shop by a vote of 88,943 to 1,214. Eligible voters numbered 98,989. According to the *Woodworker*, the consent election cost taxpayers \$75,000.

Big Blankout

The *CIO News* of August 9, 1948, confronted its readers with a blank front page. A two-line, small-type caption in the center of the white space gave this explanation: "This page is as bare as the record of accomplishment of the Eightieth Congress at its special session."

Rieve Flays NLRB 'Front' Ruling

An NLRB ruling barring the Textile Workers Union of America, CIO, from a representation election ballot has been blasted by TWUA President Emil Rieve as "exceeding the intention of Congress in turning the Taft-Hartley Act against unions." No local unions have filed noncommunist affidavits, says Mr. Rieve in *Textile Labor* (Textile Workers, CIO), because TWUA and not the local acts as the bargaining representative. Carried to its logical conclusions, adds the TWUA chief, the NLRB ruling would nullify TWUA's 700 union-shop election victories. To meet the emergency, reports *Textile Labor*, Rieve ordered the local union to file under the act.

HAROLD STIEGLITZ
Division of Personnel Administration

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1948						Year Previous	Percentage Change		
		July	June	May	April	March	Feb.		Latest Month over Previous Month¹	Latest Month over Year Previous	
Clerical salary rates²											
Billing machine operator.....	median in dollars	.....	.....	.....	40	.....	.....	.....	.....	.....	
Calculating machine or Comptometer oper.....	median in dollars	.....	.....	.....	42	.....	.....	.....	.....	.....	
Office boy or girl.....	median in dollars	.....	.....	.....	31	.....	.....	.....	.....	.....	
Stenographer.....	median in dollars	.....	.....	.....	43	.....	.....	.....	.....	.....	
Telephone switchboard operator.....	median in dollars	.....	.....	.....	43	.....	.....	.....	.....	.....	
Senior copy typist.....	median in dollars	.....	.....	.....	39	.....	.....	.....	.....	.....	
Consumers' Price Index											
Food.....	Jan. 1939=100	224.5	221.8	219.6	216.8	210.9	213.2	198.5	+1.2	+13.1	
Housing.....	Jan. 1939=100	110.7	110.7	110.1	110.1	110.1	109.9	104.7	0	+5.7	
Clothing.....	Jan. 1939=100	155.6	155.9	r 156.1	r 156.2	156.8	156.5	149.2	-0.2	+4.3	
Men's.....	Jan. 1939=100	168.0	168.2	168.4	168.2	168.5	168.1	161.3	-0.1	+4.2	
Women's.....	Jan. 1939=100	145.1	145.5	145.8	146.0	146.8	146.7	139.0	-0.3	+4.4	
Fuels.....	Jan. 1939=100	124.6	122.2	121.5	120.5	120.3	120.3	112.7	+2.0	+10.6	
Electricity.....	Jan. 1939=100	90.3	90.1	89.8	89.8	89.9	89.8	88.1	+0.2	+2.5	
Gas.....	Jan. 1939=100	93.9	93.9	93.9	93.9	93.9	93.9	93.8	0	+0.1	
Housefurnishings.....	Jan. 1939=100	157.2	r 156.2	156.2	156.4	156.3	156.0	148.4	+0.6	+5.9	
Sundries.....	Jan. 1939=100	146.7	r 146.6	r 145.4	r 145.4	r 145.1	143.8	138.3	+0.1	+6.1	
All items.....	Jan. 1939=100	165.5	r 164.4	r 163.2	r 162.3	160.3	160.6	151.7	+0.7	+9.1	
Purchasing value of dollar.....	Jan. 1939 dollars	60.4	r 60.8	61.3	r 61.6	62.4	62.3	65.9	-0.7	-8.3	
All items (BLS).....	1935-39=100	.....	171.7	170.5	169.3	166.9	167.5	157.1	+0.7	+9.3	
Strikes (BLS)											
Beginning in period.....	number	.....	p 310	p 275	275	225	200	379	+12.7	-18.2	
Workers involved.....	thousands	.....	p 165	p 165	175	500	70	448	0	-63.2	
Total man days idle.....	thousands	.....	p 2,000	p 4,100	8,000	6,000	725	3,960	-51.2	-49.5	
Turnover rates in manufacturi'g (BLS)											
Separations.....	per 100 employees	.....	p 4.2	4.3	4.7	4.5	4.2	4.7	-2.3	-10.6	
Quits.....	per 100 employees	.....	p 2.8	2.8	3.0	2.8	2.5	3.1	0	-9.7	
Miscellaneous.....	per 100 employees	.....	p .1	.1	.1	.1	.1	.1	0	0	
Discharges.....	per 100 employees	.....	p .4	.3	.4	.4	.4	.4	+33.3	0	
Layoffs.....	per 100 employees	.....	p .9	1.1	1.2	1.2	1.2	1.1	-18.2	-18.2	
Accessions.....	per 100 employees	.....	p 5.5	r 4.1	4.0	4.0	3.9	5.5	+34.1	0	
Wage Earners											
All manufacturing industries (BLS)											
Earnings, hourly.....	average in dollars	.....	p 1.319	r 1.301	r 1.292	1.289	1.287	1.226	+1.4	+7.6	
weekly.....	average in dollars	.....	p 52.81	r 51.76	r 51.71	r 52.07	51.75	49.33	+2.0	+7.1	
Hours per production worker.....	average per week	.....	p 40.0	r 39.8	40.0	40.4	40.2	40.2	+0.5	-0.5	
Twenty-five manufacturing industries											
Earnings, hourly.....	average in dollars	.....	1.450	1.433	1.423	1.417	1.412	1.347	+1.2	+7.6	
weekly.....	average in dollars	.....	57.96	r 56.88	57.10	57.67	57.27	54.25	+1.9	+6.8	
Hours per production worker.....	average per week	.....	40.0	39.7	40.2	40.7	40.6	40.3	+0.8	-0.7	
Employment.....	1923=100	.....	126.9	126.3	128.2	129.9	129.7	127.4	+0.5	-0.4	
Total man hours.....	1923=100	.....	103.2	101.9	104.7	107.4	107.0	104.3	+1.3	-1.1	
Payrolls.....	1923=100	.....	276.4	r 270.0	275.1	281.5	279.1	259.8	+2.4	+6.4	
Wage-rate increases.....	average per cent	.....	6.4	6.6	6.4	7.7	9.5	8.7	.....	.....	
Production workers affected.....	per cent	.....	7.0	3.0	2.6	1.6	3.2	8.6	.....	.....	
Manufacture and distribution of gas											
Earnings, hourly.....	average in dollars	.....	.....	.....	.....	.....	a 1.320	1.206	.....	+9.5	
weekly.....	average in dollars	.....	.....	.....	.....	.....	a 57.86	53.41	.....	+8.3	
Hours per wage earner.....	average per week	.....	.....	.....	.....	.....	a 43.4	43.8	.....	-0.9	
Generation and distribution of electricity											
Earnings, hourly.....	average in dollars	.....	.....	.....	.....	.....	a 1.418	1.316	.....	+7.8	
weekly.....	average in dollars	.....	.....	.....	.....	.....	a 61.41	56.48	.....	+8.7	
Hours per wage earner.....	average per week	.....	.....	.....	.....	.....	a 42.6	42.2	.....	+0.9	
Class I railroads³											
Earnings, hourly.....	average in dollars	.....	.....	.....	.....	1.324	1.354	1.189	-2.2	+11.4	
weekly.....	average in dollars	.....	.....	.....	.....	65.55	67.43	59.07	-2.8	+11.0	
"Real" weekly earnings.....	1923=100	.....	.....	.....	.....	163.7	168.0	157.1	-2.6	+4.2	
Hours per wage earner.....	average per week	.....	.....	.....	.....	49.5	49.8	49.7	-0.6	-0.4	
Agricultural wage rates per month⁴ (BAE)	average in dollars	110.00	.....	.....	102.00	.....	.....	103.00	+7.8	+6.8	
With board.....	average in dollars	105.00	.....	.....	97.00	.....	.....	98.70	+8.2	+6.4	
Without board.....	average in dollars	121.00	.....	.....	113.00	.....	.....	114.00	+7.1	+6.1	
New York City metro. area, seventeen manufacturing industries											
Earnings, hourly.....	average in dollars	.....	1.463	1.457	1.453	1.450	1.446	1.384	+0.4	+5.7	
weekly.....	average in dollars	.....	58.37	56.82	57.39	57.86	58.56	57.30	+2.7	+1.9	
Hours per production worker.....	average per week	.....	39.9	39.0	39.5	39.9	40.5	41.4	+2.3	-3.6	

¹Changes in Agricultural Wage Rates are quarterly.

²Median of the middle 50%. New series; previously the modal salary was reported in this table.

³Derived from Interstate Commerce Commission reports.

⁴As of first day of month.

pPreliminary

aJanuary, 1948

rRevised

Payroll Statistics in Manufacturing

BOTH average hourly and average weekly earnings of production workers surged ahead in June to a new peak level. Actual hours, real weekly earnings, employment, man hours and payrolls also rose in the twenty-five manufacturing industries regularly surveyed. Wage-rate increases were the greatest in recent months. The average for all workers combined was 0.4%. The meat-packing and lumber and millwork industries reflected the largest gains—3.6% and 2.8%, respectively.

ACTUAL EARNINGS

The wartime peak of \$1.111 for hourly earnings was established in June, 1945. Since then, the average has moved generally upward to reach \$1.450 this June.

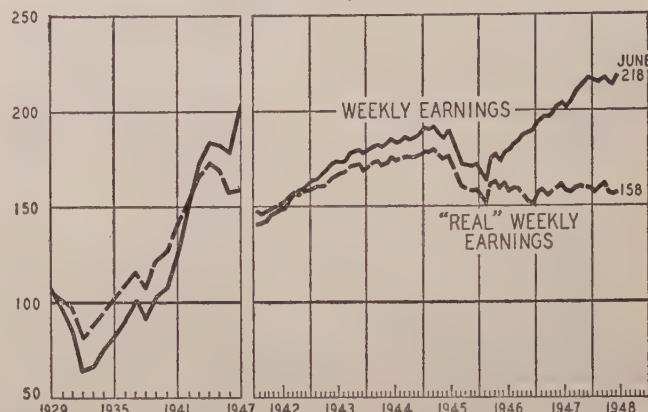
Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1947 June.....	8.6%	8.7%
July.....	4.8	7.4
August.....	3.9	6.9
September.....	2.9	5.9
October.....	1.9	4.9
November.....	4.6	6.4
December.....	1.1	7.5
1948 January.....	2.5	8.0
February.....	3.2	9.5
March.....	1.6	7.7
April.....	2.6	6.4
May.....	3.0	6.6
June.....	7.0	6.4

Average Weekly Earnings in 25 Manufacturing Industries, 1929 to Date

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



The over-all increase in this three-year period was 30.5%. The June figure was the twenty-ninth consecutive high point in the series, 1.2% above the previous peak reached in May and 7.6% higher than the June, 1947, level. Rises occurred in twenty-one of the twenty-five industries. Only the boot and shoe, furniture, iron and steel and hardware groups showed declines—all slight—between May and June. The greatest gains were in the automobile (4.1%) and meat-packing (5.1%) industries, following labor settlements in June. Over the year, the increase in the percentage of the more highly paid skilled workers contributed in raising the general level of hourly earnings.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real ¹	Actual	Real ¹				
1947 June.....	\$1.347	\$54.25	40.3	41.0	249.0	195.6	203.9	160.2	81.9	127.4	104.3	259.8
July.....	1.354	53.61	39.7	40.9	250.3	195.9	201.5	157.7	80.7	125.5	101.3	252.9
August.....	1.367	54.29	39.7	40.8	252.7	194.2	204.0	156.8	80.7	126.2	101.8	257.4
September.....	1.383	55.96	40.5	40.8	255.6	193.2	210.3	159.0	82.3	127.6	105.0	268.3
October.....	1.386	56.60	40.9	40.9	256.2	192.6	212.7	159.9	83.1	127.9	106.3	272.0
November.....	1.395	56.78	40.8	40.9	257.9	192.5	213.4	159.3	82.9	128.8	106.8	274.9
December.....	1.401	57.54	41.1	40.9	259.0	190.9	216.2	159.3	83.5	130.1	108.6	281.3
1948 January.....	1.406	57.35	40.9	40.9	259.9	190.0	215.5	157.5	83.1	130.0	108.0	280.2
February.....	1.412	57.27	40.6	40.9	261.0	192.9	215.2	159.1	82.5	129.7	107.0	279.1
March.....	1.417	57.67	40.7	40.9	261.9	194.0	216.7	160.5	82.7	129.9	107.4	281.5
April.....	1.423	57.10	40.2	40.8	263.0	192.5	214.6	157.1	81.7	128.2	104.7	275.1
May.....	1.433	56.88 ^r	39.7	40.8	264.9	192.8	213.8 ^r	155.6 ^r	80.7	126.3	101.9	270.0 ^r
June.....	1.450	57.96	40.0	40.7	268.0	193.9	217.8	157.6	81.3	126.9	103.2	276.4

See footnotes on page 462

^rRevised

EARNINGS AND HOURS, PRODUCTION WORKERS, JUNE, 1948

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings in Dollars				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	June	May	June	May	June	May	June	May
Agricultural implement.....	1.488	1.469	60.97	59.84	41.0	40.7	40.3	40.2
Automobile ¹	1.639	1.574 _r	61.94	59.10 _r	37.8	37.5	40.3	40.5
Boot and shoe.....	1.095	1.096	40.74	38.85	37.2	35.5	40.1	40.1
Chemical.....	1.511	1.490	59.28	58.49	39.2	39.3	40.2	40.3
Rayon producing ²	1.289	1.278 _r	50.01	49.73 _r	38.8	38.9 _r	40.2	40.2
Cotton—North.....	1.220	1.223	48.69	48.75	39.9	39.9	41.3	41.5
Electrical manufacturing.....	1.463	1.436	58.98	57.35	40.3	39.9	40.3	40.3
Furniture ³	1.378	1.382	55.63	56.10	40.4	40.6	41.5	41.4
Hosiery and knit goods.....	1.216	1.177	48.71	46.23	40.1	39.3	40.9	41.2
Iron and steel ⁴	1.569	1.577	62.60	59.93	39.9	38.0	40.5	40.3
Leather tanning and finishing.....	1.398	1.383	55.89	55.63	40.0	40.2	41.4	41.3
Lumber and millwork.....	1.520	1.516	59.66	58.93	39.3	38.9	41.5	41.6
Meat packing.....	1.366	1.300	59.97	60.05	43.9	46.2	40.9	40.9
Paint and varnish.....	1.422	1.403	58.62	57.92	41.2	41.3	40.2	40.1
Paper and pulp.....	1.367	1.354	61.08	60.43	44.7	44.6	41.9	41.9
Paper products.....	1.288	1.262	53.95	52.35	41.9	41.5	42.0	42.0
Printing—book and job.....	1.720	1.705	70.29	69.01	40.9	40.5	40.8	40.8
Printing—news and magazine.....	1.864	1.820	69.60	69.86	37.3	38.4	39.8	39.8
Rubber.....	1.520	1.510	57.72	56.85	38.0	37.6	37.9	38.0
1. Rubber tires and tubes.....	1.675	1.665	61.90	60.46	37.0	36.3	37.0	37.2
2. Other rubber products.....	1.308	1.305	51.61	51.63	39.5	39.6	39.2	39.2
Silk and rayon.....	1.270	1.266	51.51	50.81	40.6	40.1	40.3	40.3
Wool.....	1.386	1.384	57.41	57.79	41.4	41.8	41.3	41.2
1. Woolen and worsted goods.....	1.397	1.396	57.74	58.64	41.3	42.0	42.1	42.0
2. Other woolen products ⁵	1.372	1.367	56.97	56.66	41.5	41.5	40.2	40.2
Foundries and machine shops.....	1.462	1.445	59.32	58.60	40.6	40.5	40.8	40.8
1. Foundries.....	1.465	1.443	59.98	59.06	41.0	40.9	40.6	40.5
2. Machines and machine tools.....	1.461	1.422	59.85	58.37	41.0	41.0	41.2	41.0
3. Heavy equipment.....	1.531	1.515	62.43	62.45	40.8	41.2	41.1	41.2
4. Hardware and small parts.....	1.372	1.375	55.94	56.15	40.8	40.8	40.7	40.8
5. Other products.....	1.461	1.444	58.46	57.16	40.0	39.6	40.6	40.6
25 INDUSTRIES.....	1.450	1.433	57.96	56.88 _r	40.0	39.7	40.7	40.8
Cement.....	1.291	1.282	52.33	52.82	40.5	41.2	39.6	39.6
Petroleum refining.....	1.791	1.760 _r	71.86	71.28 _r	40.1	40.5 _r	40.2	40.2
27 INDUSTRIES.....	1.454	1.436	58.10	57.04 _r	40.0	39.7	40.7	40.7
Aircraft.....	1.415	1.414 _r	55.39	54.96 _r	39.2	38.9	40.1	40.1
Shipbuilding.....	1.568	1.579	57.06	59.07	36.4	37.4	40.3	40.2

See footnotes on page 462.

The combination of increased hourly earnings and actual hours worked served to raise weekly earnings 1.9% over the month. The June average of \$57.96 was a new peak, approximated only in March of this year, when the level was \$57.67. In eighteen of the twenty-five industries the weekly return was higher in June. Outstanding were the hosiery, boot and shoe and automobile industries with increases averaging 5.4%, 4.9% and 4.8%, respectively. Since June, 1947, there has been a rise of 6.8% in actual weekly earnings and since January, 1941, the base date of the Little Steel formula, they have gone up 89.3%. By contrast, during this latter period, actual hours have dropped 0.5%. Since additional overtime payments are thus eliminated from the pattern, this expansion of actual weekly earnings can be attributed to wage-rate increases.

REAL EARNINGS

As indicated in last month's publication, the series for real hourly and real weekly earnings have been

revised to incorporate changes made in the United States consumers' price index compiled by THE CONFERENCE BOARD. The base of the real indexes, however, continues to be 1923, while the consumers' price index series is now available on a new base, January 1939=100. Real weekly earnings, this June, were 1.3% above the May index, but 1.6% below that of June, 1947. Since the wartime peak of March, 1945, they have declined 13.3%. Actual weekly earnings rose 13.7% in this same interval; the 29.8% increase in consumers' prices was, therefore, the determining factor in the "real" decline.

HOURS

The length of the average work week was slightly longer in June than in May, as a result of increases in fifteen individual industries. The largest rise—5.0%—prevailed in iron and steel plants, which had been affected by widespread shutdowns in May. The second largest—4.8%—occurred in boot and shoe establishments. This was the first evidence of resumed

activity within the industry in recent months. Over the year, actual working hours in all industries combined have been reduced 0.7%.

Nominal hours, the scheduled number of hours of operation of a plant, shift or department, dropped somewhat in June. The latest level of 40.7 hours was the lowest since December, 1941. Production workers in the paper and paper products industry had the longest nominal week, one of 42.0 hours. Those in the rubber industry averaged the shortest week, 37.9 hours.

EMPLOYMENT AND PAYROLLS

For the first time in three months, total employment expanded. The June index of 126.9 (1923=100), however, was only 0.5% above the previous month's level. The changes that occurred among the individual industries during June were fairly evenly distributed; ten registered declines and fifteen increases. With labor stoppages overcome, both the meat-packing and automobile industries showed a sharp increase in the number of workers employed between May and June. Since September, 1945, the month following V-J day, employment has risen 22.3%.

Payrolls were 2.4% larger in June than the preced-

ing month, as a result of increases in both employment and weekly earnings. The June index of 276.4 (1923=100) was 6.4% higher than in June, 1947, and more than twice the index of January, 1941.

CEMENT

A general decline in actual hours was noted in June for all male workers in cement plants. The average for unskilled workers reflected the greatest drop, 7.0%; that of skilled workers was only 0.4 hour, or 1.0%, below the May level of 41.3 hours. Despite a rise in average hourly earnings, the weekly return for both groups was lower in June than the previous month because of the reduction in the length of the work week. Total employment in the industry rose 2.1% over the month, with the unskilled male workers absorbing the larger proportion of accessions. Wage-rate increases for the composite averaged 0.5%, the same in June as in May.

PETROLEUM

Hourly earnings of workers in petroleum refineries continued on their upward path in June. They averaged \$1.791, the highest point yet recorded in the series. The latest month-to-month rise was 1.8%; the year-to-year rise, 11.7%. Weekly earnings, also at a

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS, JUNE, 1948

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real ⁷							
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement.....	267.6	264.2	221.6	217.5	160.3	158.3	202.9	199.6	168.0	164.1	449.6	434.1
Automobile ¹	259.3	249.1 ^r	205.5	196.1 ^r	148.7	142.7 ^r	136.0	126.4 ^r	107.7	99.4 ^r	279.5	247.9 ^r
Boot and shoe.....	208.6	208.8	168.9	161.1	122.2	117.2	101.8	100.5	82.5	77.7	171.9	161.9
Chemical.....	297.4	293.3	230.1	227.1	166.5	165.3	205.7	204.8	159.4	159.1	473.3	465.1
Cotton—North.....	274.2	274.8	229.2	229.5	165.8	167.0	44.2	44.8	36.9	37.4	101.3	102.8
Electrical manufacturing.....	257.6	252.8	217.7	211.7	157.5	154.1	262.5	266.7	221.3	222.7	571.5	564.6
Furniture ³	266.5	267.3	223.1	224.9	161.4	163.7	142.1	144.2	119.1	121.4	317.0	324.3
Hosiery and knit goods.....	318.3	308.1	275.7	261.6	199.5	190.4	96.5	97.8	83.6	83.0	266.1	255.8
Iron and steel ⁴	263.3	264.6	182.9	175.1	132.3	127.4	129.6	128.3	89.7	84.5	237.0	224.7
Leather tanning and finishing.....	287.7	284.6	241.3	240.2	174.6	174.8	72.5	71.8	60.9	60.7	174.9	172.5
Lumber and millwork.....	321.4	320.5	254.7	251.6	184.3	183.1	55.0	54.9	43.7	43.2	140.1	138.1
Meat packing.....	288.8	274.8	254.8	255.1	184.4	185.7	101.1	90.5	89.3	84.2	257.6	230.9
Paint and varnish.....	252.6	249.2	223.3	220.6	161.6	160.6	171.9	170.7	151.6	150.9	383.9	376.6
Paper and pulp.....	271.2	268.7	234.2	231.7	169.5	168.6	151.9	151.1	131.1	130.1	355.7	350.1
Paper products.....	281.8	276.1	241.4	234.2	174.7	170.5	193.3	191.6	166.6	163.6	466.6	448.7
Printing—book and job.....	263.4	261.1	234.7	230.4	169.8	167.7	150.2	150.0	133.8	132.3	352.5	345.6
Printing—news and magazine.....	269.0	262.6	222.9	223.7	161.3	162.8	151.4	156.1	125.5	133.2	337.5	349.2
Rubber.....	242.8	241.2	205.9	202.8	149.0	147.6	139.9	135.6	113.5	113.8	275.7	275.0
Silk and rayon.....	256.0	255.2	223.7	220.6	161.9	160.6	98.2	97.6	85.7	84.1	219.7	215.3
Wool.....	274.5	274.1	239.5	241.1	173.3	175.5	90.3	90.0	78.7	79.2	216.3	217.0
Foundries and machine shops.....	255.1	252.2	209.1	206.6	151.3	150.4	137.1	138.2	112.3	112.9	286.7	285.5
1. Foundries.....	248.3	244.6	202.6	199.5	146.6	145.2	161.7	161.5	132.1	131.6	327.6	322.2
2. Machines and machine tools.....	266.1	259.0	219.2	213.8	158.6	155.6	127.8	130.6	105.2	107.5	280.1	279.2
3. Heavy equipment.....	228.5	226.1	189.1	189.1	136.8	137.6	108.9	110.4	90.2	92.3	205.9	203.8
4. Hardware and small parts.....	268.0	268.6	225.5	226.3	163.2	164.7	145.0	145.2	121.9	122.1	327.0	328.6
5. Other products.....	260.9	257.9	213.9	209.1	154.8	152.2	140.0	140.5	114.8	113.9	299.5	293.8
25 INDUSTRIES.....	268.0	264.9	217.8	213.8 ^r	157.6	155.6 ^r	126.9	126.3	103.2	101.9	276.4	270.0 ^r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 industries," aircraft and shipbuilding.
See footnotes on page 462.

new peak level in June, averaged \$71.86. A rather sharp increase in employment occurred between May and June, with 3.1% additional unskilled and 2.1% additional skilled workers on the payrolls.

AIRCRAFT AND SHIPBUILDING

For the second successive month, total employment in the industry has changed insignificantly. However, in contrast to May, the number of women workers dropped. The decline amounted to 7.4%. There was a slight gain in employment in the unskilled and skilled and semiskilled groups. During June, little change in payroll statistics was shown. The average hourly return for all workers increased only 0.1 cent; the work week of 39.2 hours was lengthened 0.3 hour; average weekly earnings rose to \$55.39.

Total employment declined 5.1% over the month, with the greatest decline of 9.9% shown in the unskilled group. While average hourly earnings for all

workers were \$1.568, a slight decline of 1.0 hour in the number of hours worked lowered average weekly earnings 3.4% to \$57.06. Only the unskilled group showed an increase in average hourly earnings. The greatest decrease in employment occurred within that group; most of those dropped were probably the lowest paid, thus resulting in the group's average hourly earnings being raised.

LABOR STATISTICS IN JUNE

Hourly earnings rose to a new peak of \$1.450 in June. This was 1.2% above the May average and 7.6% higher than in June, 1947. Since 1929, the increase has been 145.8%.

Weekly earning for all production workers were 1.9% higher in June than in May. The average was 6.8% more than in June of last year and 103.0% more than during 1929.

Real weekly earnings, now reported in a revised series first published last month, rose 1.3% in June.

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS, JUNE, 1948

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	All Male						Female					
	Average Earnings in Dollars				Average Hours per Week per Production Worker		Average Earnings in Dollars				Average Hours per Week per Production Worker	
	Hourly		Weekly		June	May	Hourly		Weekly		June	May
	June	May	June	May			June	May	June	May		
Agricultural implement.....	1.496	1.476	61.39	60.22	41.0	40.8	1.275	1.270	50.19	49.80	39.4	39.2
Automobile ¹	1.663	1.603 _r	62.92	60.53 _r	37.8	37.8 _r	1.430	1.308 _r	53.46	46.57 _r	37.4	35.6 _r
Boot and shoe.....	1.238	1.239	47.02	45.00	38.0	36.3	.943	.942	34.35	32.57	36.4	34.6
Chemical.....	1.573	1.551	62.07	61.28	39.5	39.5	1.099	1.084	41.55	40.87	37.8	37.7
Rayon producing ²	1.334	1.322 _r	52.36	52.09 _r	39.2	39.4 _r	1.138	1.130 _r	42.61	42.27 _r	37.4	37.4
Cotton—North.....	1.286	1.292	53.34	53.60	41.5	41.5	1.118	1.117	42.21	42.01	37.8	37.6
Electrical manufacturing.....	1.540	1.513	63.21	61.64	41.0	40.7	1.208	1.184	46.27	44.64	38.3	37.7
Furniture ³	1.408	1.415	57.06	57.55	40.5	40.7	1.116	1.107	43.86	44.02	39.3	39.8
Hosiery and knit goods.....	1.648	1.601	70.51	66.24	42.8	41.4	.964	.938	37.22	35.83	38.6	38.2
Iron and steel ⁴	1.574	1.582	62.81	60.13	39.9	38.0	1.246	1.211	48.74	45.43	39.1	37.5
Leather tanning and finishing.....	1.425	1.408	57.64	57.41	40.5	40.8	1.223	1.209	45.13	44.60	36.9	36.9
Lumber and millwork.....	1.531	1.529	60.16	59.44	39.3	38.9	1.135	1.128	43.82	43.59	38.6	38.7
Meat packing.....	1.401	1.336	62.74	62.68	44.8	46.9	1.186	1.127	47.27	48.25	39.8	42.8
Paint and varnish.....	1.441	1.422	59.60	58.85	41.4	41.4	1.078	1.067	42.10	42.26	39.1	39.6
Paper and pulp.....	1.389	1.373	62.40	61.65	44.9	44.9	1.011	1.013	41.41	41.35	41.0	40.8
Paper products.....	1.395	1.368	60.16	58.51	43.1	42.8	1.007	.987	39.14	37.89	38.9	38.4
Printing—book and job.....	1.936	1.913	81.43	79.50	42.1	41.6	1.166	1.168	44.32	44.28	38.0	37.9
Printing—news and magazine.....	1.971	1.932	74.33	74.48	37.7	38.5	1.155	1.117	40.50	41.75	35.1	37.4
Rubber.....	1.637	1.625	62.63	61.72	38.3	38.0	1.138	1.130	42.17	41.35	37.0	36.6
1. Rubber tires and tubes.....	1.728	1.717	64.41	63.01	37.3	36.7	1.310	1.302	45.64	43.88	34.8	33.7
2. Other rubber products.....	1.461	1.455	58.92	59.06	40.3	40.6	1.061	1.056	40.46	40.10	38.1	38.0
Silk and rayon.....	1.354	1.347	56.49	55.25	41.7	41.0	1.088	1.088	41.62	41.74	38.3	38.4
Wool.....	1.448	1.442	61.72	61.99	42.6	43.0	1.268	1.272	49.86	50.43	39.3	39.6
1. Woolen and worsted goods.....	1.457	1.450	61.98	62.69	42.5	43.3	1.308	1.316	51.91	53.03	39.7	40.3
2. Other woolen products ⁵	1.438	1.434	61.44	61.23	42.7	42.7	1.188	1.183	45.88	45.41	38.6	38.4
Foundries and machine shops.....	1.493	1.475	60.92	60.13	40.8	40.8	1.160	1.148	44.49	44.33	38.4	38.6
1. Foundries.....	1.474	1.452	60.45	59.47	41.0	41.0	1.220	1.211	47.63	48.39	39.0	39.9
2. Machines and machine tools.....	1.474	1.436	60.65	59.16	41.2	41.2	1.219	1.173	46.08	44.67	37.8	38.1
3. Heavy equipment.....	1.542	1.527	62.98	63.02	40.8	41.3	1.140	1.120	44.78	44.37	39.3	39.6
4. Hardware and small parts.....	1.426	1.429	58.88	59.07	41.3	41.3	1.089	1.090	41.64	41.84	38.2	38.4
5. Other products.....	1.506	1.489	60.69	59.22	40.3	39.8	1.188	1.175	45.53	45.29	38.3	38.5
25 INDUSTRIES.....	1.522	1.505	61.39	60.26 _r	40.4	40.1	1.107	1.094	42.25	41.55	38.2	37.9
Cement.....	1.291	1.282	52.33	52.82	40.5	41.2	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.791	1.760 _r	71.86	71.28 _r	40.1	40.5 _r	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	1.524	1.507	61.48	60.38 _r	40.4	40.1	.....	.....	.....	.....	.....	.....
Aircraft.....	1.440	1.441	56.05	56.09 _r	38.9	38.9	1.217	1.210	49.84	46.31 _r	40.9	38.3
Shipbuilding.....	1.569	1.581	57.12	59.14	36.4	37.4	1.110	1.114	40.37	39.99	36.4	35.9

See footnotes on page 462.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMISKILLED MALE PRODUCTION WORKERS, JUNE, 1948

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Unskilled						Skilled and Semiskilled					
	Average Earnings in Dollars				Average Hours per Week per Production Worker		Average Earnings in Dollars				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement.....	1.358	1.318 ^r	53.74	52.06 ^r	39.6	39.5 ^r	1.523	1.504 ^r	62.90	61.74 ^r	41.3	41.0
Automobile ¹	1.387	1.363 ^r	53.22	53.15 ^r	38.4	39.0 ^r	1.694	1.631 ^r	64.00	61.37 ^r	37.8	37.6
Boot and shoe.....	.712	.721	26.70	24.91	37.5	34.5	1.257	1.258	47.79	45.79	38.0	36.4
Chemical.....	1.315	1.302	52.43	51.85	39.9	39.8	1.639	1.614	64.50	63.62	39.4	39.4
Rayon producing ²	1.083	1.082 ^r	42.15	42.29 ^r	38.9	39.1 ^r	1.367	1.352 ^r	53.69	53.33 ^r	39.3	39.4 ^r
Cotton—North.....	1.178	1.192	48.11	49.02	40.8	41.1	1.326	1.329	55.32	55.34	41.7	41.6
Electrical manufacturing.....	1.261	1.230	50.84	49.22	40.3	40.0	1.579	1.552	64.96	63.36	41.1	40.8
Furniture ³	1.075	1.071	44.05	43.47	41.0	40.6	1.434	1.442	58.04	58.65	40.5	40.7
Hosiery and knit goods.....	1.092	1.051	49.27	47.09	45.1	44.8	1.707	1.659	72.63	68.07	42.6	41.0
Iron and steel ⁴	1.278	1.288	47.37	45.55	37.1	35.4	1.632	1.639	66.12	63.21	40.5	38.6
Leather tanning and finishing.....	1.222	1.204	49.40	48.75	40.4	40.5	1.447	1.431	58.53	58.38	40.5	40.8
Lumber and millwork.....	1.185	1.188	48.96	48.38	41.3	40.7	1.655	1.645	63.89	62.96	38.6	38.3
Meat packing.....	1.234	1.192	56.22	57.11	45.6	47.9	1.468	1.393	65.31	64.84	44.5	46.5
Paint and varnish.....	1.182	1.181	51.10	49.63	43.2	42.0	1.528	1.492	62.28	61.51	40.8	41.2
Paper and pulp.....	1.217	1.207	52.64	52.21	43.2	43.3	1.459	1.441	66.60	65.66	45.7	45.6
Paper products.....	1.162	1.111	49.57	47.03	42.6	42.3	1.477	1.461	63.99	62.74	43.3	42.9
Printing—book and job.....	1.322	1.298	55.98	55.43	42.3	42.7	2.141	2.126	89.89	87.56	42.0	41.2
Printing—news and magazine.....	1.305	1.303	45.77	47.50	35.1	36.4	2.158	2.116	83.12	82.96	38.5	39.2
Rubber.....	1.333	1.345	50.52	51.11	37.9	38.0	1.645	1.632	62.97	62.00	38.3	38.0
1. Rubber tires and tubes.....	1.415	1.421	51.65	51.72	36.5	36.4	1.736	1.724	64.79	63.32	37.3	36.7
2. Other rubber products.....	1.128	1.159	48.02	49.48	42.6	42.7	1.471	1.463	59.22	59.31	40.3	40.5
Wool.....	1.286	1.284	55.68	56.80	43.3	43.9	1.527	1.517	64.57	64.62	42.3	42.6
1. Woolen and worsted goods.....	1.342	1.339	57.04	58.18	42.5	43.5	1.524	1.513	64.85	65.25	42.5	43.1
2. Other woolen products ⁵	1.208	1.205	53.72	53.55	44.5	44.4	1.529	1.522	64.31	64.02	42.1	42.1
Foundries and machine shops.....	1.255	1.249	51.06	50.68	40.7	40.6	1.540	1.520	62.87	62.01	40.8	40.8
1. Foundries.....	1.237	1.268	53.43	52.26	41.5	41.2	1.543	1.519	63.02	62.05	40.8	40.9
2. Machines and machine tools.....	1.210	1.196	50.10	48.90	41.4	40.9	1.510	1.469	62.11	60.59	41.1	41.3
3. Heavy equipment.....	1.249	1.212	50.14	49.76	40.1	41.1	1.582	1.570	64.77	64.84	40.9	41.3
4. Hardware and small parts.....	1.231	1.240	49.77	50.72	40.4	40.9	1.482	1.484	61.59	61.55	41.6	41.5
5. Other products.....	1.274	1.290	51.30	50.89	40.3	39.5	1.546	1.524	62.31	60.73	40.3	39.8
24 INDUSTRIES ⁶	1.241	1.233	50.40	49.90 ^r	40.7	40.5	1.588	1.568	63.96	62.65 ^r	40.3	40.0
Cement.....	1.131	1.130	42.04	45.23	37.2	40.0	1.308	1.299	53.55	53.69	40.9	41.3
Petroleum refining.....	1.434	1.411 ^r	59.35	57.48 ^r	41.4	40.7 ^r	1.831	1.797 ^r	73.20	72.74 ^r	40.0	40.5 ^r
26 INDUSTRIES ⁶	1.242	1.234	50.41	49.93 ^r	40.6	40.5	1.590	1.570	64.04	62.75 ^r	40.3	40.0
Aircraft.....	1.196	1.187 ^r	46.17	46.77 ^r	38.6	39.4	1.447	1.448	56.35	56.36 ^r	38.9	38.9
Shipbuilding.....	1.258	1.245	43.05	43.92	34.2	35.3	1.606	1.623	58.90	61.18	36.7	37.7

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁵Principally rugs.

⁶Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

⁷Revised series; these data not comparable with previously published series.

^rRevised.

Over the year, they have declined 1.6%, but since 1929 they have advanced 47.4%.

Actual hours were extended 0.8% between May and June. The average of 40.0 hours was 0.7% shorter than a representative work week in June, 1947, and 17.2% below the 1929 level.

Employment in June was 0.5% greater than in May, but 0.4% below June, 1947. It has expanded 25.6% since 1929.

Man hours rose to 103.2 (1923=100) in June—1.3% above the May level. The decline since June, 1947, has been 1.1%. Since 1929, the increase has been 4.0%.

Payrolls advanced 2.4% over the month and 6.4% over the year. Between 1929 and this June they expanded 155.0%.

ELIZABETH M. CASELLI
Statistical Division

Consumers' Prices Up Further

CONSUMERS' prices reached an all-time high in July, according to figures compiled by THE CONFERENCE BOARD. Prices of goods and services purchased by moderate-income families rose 0.7% from June to July, bringing the index up to 165.5 (January 1939=100), an increase of 12.2% over the level for June, 1920, post-World War I peak.

The January, 1939, dollar was worth only 60.4 cents in July. This was a drop of .4 cent from June and of 5.5 cents since July, 1947.

Food, fuel, housefurnishings, and sundries increased over June; clothing registered a slight decline, and housing (not surveyed in July) remained the same. Fuel showed a larger gain than any of the other major budget groups with a rise of 2.0%, reflecting higher solid fuel prices, and a slight rise in electricity rates.

Food followed fuel with a 1.2% rise from June to July. This is the fourth consecutive increase, the ones for June, May, and April being 1.0%, 1.3%, and 2.8%, respectively. Meat prices were primarily responsible for the rise in food, and were only partly

counteracted by declines in flour, some fresh vegetables, and butter substitutes.

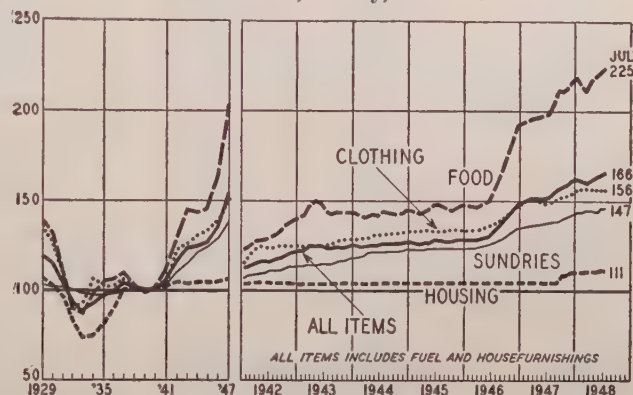
The 0.6% increase in the housefurnishings index may be traced to price markups on electrical appliances. Sundries rose slightly because of higher tobacco prices and increased carfare rates in several reporting cities.

Clothing prices for the fourth consecutive month declined fractionally, with prices of both men's and

(Continued on page 467)

Consumers' Price Index

Source: THE CONFERENCE BOARD
Index Numbers, January, 1939=100



CONSUMERS' PRICE INDEX FOR THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, January, 1939=100

Revised Series: January, 1939=100; Series previously was on 1923=100.

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuels ²			House Furnishings	Sundries	Purchasing Value of the Dollar
				Total	Men's	Women's	Total	Electricity	Gas			
1946 September.....	137.9	169.3 ^b	104.7	140.0	144.9	135.8	110.0	90.7	93.1	135.8	128.9	72.5
December.....	148.3	192.5 ^c	104.7	147.8	157.3	139.8	110.5	90.2	93.3	144.4	134.7	67.4
Annual average ³ ...	136.1	164.6	104.7	139.2	144.2	135.0	108.4	91.1	93.3	135.4	128.6	73.8
1947 March.....	150.5	196.3 ^d	104.7	151.0	161.7	142.0	111.7	90.0	93.2	148.1	136.0	66.4
June.....	151.1	197.5 ^e	104.7	149.3	161.6	138.9	111.3	89.8	93.9	147.6	137.5	66.2
July.....	151.7	198.5	104.7	149.2	161.3	139.0	112.7	88.1	93.8	148.4	138.3	65.9
August.....	154.4	205.3 ^f	104.7	149.9	161.7	139.9	116.7	89.8	93.8	148.8	138.6	64.8
September.....	157.0	212.1	104.7	151.2	161.8	142.3	117.2	89.8	93.8	150.6	139.1	63.7
October.....	157.9	210.8	109.1	152.0	162.0	143.5	117.8	89.9	93.8	151.9	140.2	63.3
November.....	159.1	212.9 ^g	109.1	153.2	163.6	144.5	119.0	89.9	93.8	153.3	141.1	62.9
December.....	161.1	216.9	109.9	154.0	164.4	145.2	119.4	89.9	93.8	154.1	142.6	62.1
Annual average ⁴ ...	153.8	203.2	105.9	150.9	162.1	141.4	114.3	89.7	93.7	149.5	138.4	65.0
1948 January.....	162.4	218.9 ^h	109.9	155.7	166.5	146.5	120.1	89.8	93.8	155.4	143.9	61.6
February.....	160.6	213.2 ⁱ	109.9	156.5	168.1	146.7	120.3	89.8	93.9	156.0	143.8	62.3
March.....	160.3	210.9	110.1	156.8	168.5	146.8	120.3	89.9	93.9	156.3	145.1 ^r	62.4
April.....	162.3 ^r	216.8	110.1	156.2 ^r	168.2	146.0	120.5	89.8	93.9	156.4	145.4 ^r	61.6 ^r
May.....	163.2 ^r	219.6 ^j	110.1	156.1 ^r	168.4	145.8	121.5	89.8	93.9	156.2	145.4 ^r	61.3
June.....	164.4 ^r	221.8	110.7	155.9	168.2	145.5	122.2	90.1	93.9	156.2 ^r	146.6 ^r	60.8 ^r
July.....	165.5	224.5	110.7	155.6	168.0	145.1	124.6	90.3	93.9	157.2	146.7	60.4

Percentage Changes

June, 1948 to July, 1948. ...	+0.7	+1.2	0	-0.2	-0.1	-0.3	+2.0	+0.2	0	+0.6	+0.1	-0.7
July, 1947 to July 1948. ...	+9.1	+13.1	+5.7	+4.3	+4.2	+4.4	+10.6	+2.5	+0.1	+5.9	+6.1	-8.3

¹Rents surveyed quarterly, March 15, June 15, Sept. 15, Dec. 15.

²Includes electricity and gas.

³Average of four quarterly indexes.

⁴Weighted average of two quarterly indexes and six monthly indexes.

^bBased on food prices for Sept. 16, 1946.

^cBased on food prices for Dec. 16, 1946.

^dBased on food prices for March 13, 1947.

^eBased on food prices for June 16, 1947.

^fBased on food prices for Aug. 13, 1947.

^gBased on food prices for Nov. 17, 1947.

^hBased on food prices for Jan. 14, 1948.

ⁱBased on food prices for Feb. 16, 1948.

^jBased on food prices for May 13, 1948.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948		July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948
Akron						Chicago					
Food.....	228.6	228.3	206.1	+0.1	+10.9	Food.....	236.5	231.3	209.9 _r	+2.2	+12.7
Housing ¹	120.0	120.0	113.9	0	+5.4	Housing ¹	120.5	120.5	105.8	0	+13.9
Clothing.....	153.9	154.1	145.6	-0.1	+5.7	Clothing.....	155.0	155.0 _r	148.1 _r	0	+4.7
Fuel ²	153.0	147.8	131.2	+3.5	+16.6	Fuel ²	110.5	107.6	103.3	+2.7	+7.0
Housefurnishings.....	135.1	135.0 _r	129.6	+0.1	+4.2	Housefurnishings.....	153.2	151.5	142.2 _r	+1.1	+7.7
Sundries.....	147.5	147.3 _r	139.1	+0.1	+6.0	Sundries.....	151.7	151.7 _r	137.5 _r	0	+10.3
Weighted Total.....	167.2	166.7 _r	154.2	+0.3	+8.4	Weighted Total.....	170.6	168.7 _r	153.4 _r	+1.1	+11.2
Atlanta						Cincinnati					
Food.....	230.0	230.3 _r	210.9 _r	-0.1	+9.1	Food.....	224.7	222.3	199.3 _r	+1.1	+12.7
Housing ¹	108.8	108.8	99.2	0	+9.7	Housing ¹	105.9	105.9	100.9	0	+5.0
Clothing.....	149.6	150.0	146.1 _r	-0.3	+2.4	Clothing.....	166.8	166.8	156.3 _r	0	+6.7
Fuel ²	134.6	131.0	114.8	+2.7	+17.2	Fuel ²	132.5	128.9	116.3	+2.8	+13.9
Housefurnishings.....	149.5	143.4	138.6 _r	+4.3	+7.9	Housefurnishings.....	147.4	147.4	138.8 _r	0	+6.2
Sundries.....	138.3	138.3 _r	132.5 _r	0	+4.4	Sundries.....	148.4	148.4	141.9 _r	0	+4.6
Weighted Total.....	161.9	161.5 _r	150.8 _r	+0.2	+7.4	Weighted Total.....	167.1	166.1	153.6 _r	+0.6	+8.8
Baltimore						Cleveland					
Food.....	224.1	221.3	201.9	+1.3	+11.0	Food.....	223.9	219.8 _r	196.4 _r	+1.9	+14.0
Housing ¹	109.2	109.2	103.2	0	+5.8	Housing ¹	116.7	116.7	109.7	0	+6.4
Clothing.....	154.5	154.5 _r	148.9	0	+3.8	Clothing.....	164.3	164.3	157.0	0	+4.6
Fuel ²	135.5	133.4	124.1	+1.6	+9.2	Fuel ²	134.4	129.7	99.2	+3.6	+35.5
Housefurnishings.....	165.7	165.0 _r	159.0	+0.4	+4.2	Housefurnishings.....	162.6	161.5	151.1 _r	+0.7	+7.6
Sundries.....	142.4	142.4	137.1	0	+3.9	Sundries.....	150.3	150.2 _r	142.6	+0.1	+5.4
Weighted Total.....	166.6	165.4	154.8	+0.7	+7.6	Weighted Total.....	167.6	165.9 _r	151.8 _r	+1.0	+10.4
Birmingham						Dallas					
Food.....	229.4	227.2	209.6	+1.0	+9.4	Food.....	228.3	223.1	198.2	+2.3	+15.2
Housing ¹	117.5	117.5	105.7	0	+11.2	Housing ¹	115.1	115.1	105.6	0	+9.0
Clothing.....	157.4	157.3	150.9	+0.1	+4.3	Clothing.....	161.8	161.9 _r	151.1	-0.1	+7.1
Fuel ²	126.4	122.7	121.3	+3.0	+4.2	Fuel ²	89.1	89.1	89.1	0	0
Housefurnishings.....	153.8	152.8	149.1	+0.7	+3.2	Housefurnishings.....	153.9	152.6 _r	146.9	+0.9	+4.8
Sundries.....	132.1	132.1	127.2	0	+3.9	Sundries.....	145.6	145.5	137.4	+0.1	+6.0
Weighted Total.....	161.6	160.7	151.0	+0.6	+7.0	Weighted Total.....	161.1	159.6 _r	147.1	+0.9	+9.5
Boston						Dayton					
Food.....	212.0	209.1	189.3 _r	+1.4	+12.0	Food.....	220.1	217.0	197.2	+1.4	+11.6
Housing ¹	113.9	113.9	104.5	0	+9.0	Housing ¹	117.5	117.5	106.4	0	+10.4
Clothing.....	144.8	145.6	141.4	-0.5	+2.4	Clothing.....	152.9	151.6	147.8 _r	+0.9	+3.5
Fuel ²	152.8	152.0	132.3	+0.5	+15.5	Fuel ²	140.0	137.3	121.1	+2.0	+15.6
Housefurnishings.....	160.3	159.1	152.9	+0.8	+4.8	Housefurnishings.....	166.7	164.4	162.0	+1.4	+2.9
Sundries.....	145.1	145.1	141.4	0	+2.6	Sundries.....	140.1	140.1	135.6	0	+3.3
Weighted Total.....	163.9	162.8 _r	150.7 _r	+0.7	+8.8	Weighted Total.....	163.5	162.0	151.1	+0.9	+8.2
Bridgeport						Denver					
Food.....	218.6	219.1 _r	187.3	-0.2	+16.7	Food.....	225.4	224.7	199.9	+0.3	+12.8
Housing ¹	107.1	107.1	106.5	0	+0.6	Housing ¹	113.4	113.4	105.5	0	+7.5
Clothing.....	151.3	151.1 _r	143.9 _r	+0.1	+5.1	Clothing.....	158.0	158.6 _r	148.3	-0.4	+6.5
Fuel ²	147.4	146.2	130.8	+0.8	+12.7	Fuel ²	103.6	101.8	99.8	+1.8	+3.8
Housefurnishings.....	154.2	152.5 _r	143.6	+1.1	+7.4	Housefurnishings.....	152.6	150.8 _r	144.2 _r	+1.2	+5.8
Sundries.....	165.8	165.8	151.1 _r	0	+9.7	Sundries.....	144.8	143.4	135.3	+1.0	+7.0
Weighted Total.....	168.4	168.4	151.6	0	+11.1	Weighted Total.....	163.2	162.4	149.5	+0.5	+9.2
Buffalo						Des Moines					
Food.....	237.0	233.9	208.1	+1.3	+13.9	Food.....	224.1	223.5	196.6 _r	+0.3	+14.0
Housing ¹	117.8	117.8	112.3	0	+4.9	Housing ¹	107.7	107.7	105.3	0	+2.3
Clothing.....	151.7	151.5	146.1	+0.1	+3.8	Clothing.....	166.8	167.2	158.4	-0.2	+5.3
Fuel ²	142.7	135.4	122.1	+5.4	+16.9	Fuel ²	148.9	143.2	128.4	+4.0	+16.0
Housefurnishings.....	159.5	159.5 _r	155.9	0	+2.3	Housefurnishings.....	162.1	162.4 _r	155.8	-0.2	+4.0
Sundries.....	145.7	145.6	138.4 _r	+0.1	+5.3	Sundries.....	142.4	142.4 _r	137.8 _r	0	+3.3
Weighted Total.....	170.1	168.6	155.7 _r	+0.9	+9.2	Weighted Total.....	162.5	162.0	150.5 _r	+0.3	+8.0
Chattanooga						Detroit					
Food.....	233.1	228.9 _r	215.3	+1.8	+8.3	Food.....	226.5	226.2	202.0 _r	+0.1	+12.1
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	109.9	109.9	107.4	0	+2.3
Clothing.....	155.4	155.9	145.0 _r	-0.3	+7.2	Clothing.....	156.6	156.8	150.9 _r	-0.1	+3.8
Fuel ²	133.0	133.0	118.5	0	+17.2	Fuel ²	145.8	141.7	123.9	+2.9	+17.7
Housefurnishings.....	143.8	144.0	136.5	-0.1	+5.3	Housefurnishings.....	163.4	162.6 _r	152.1	+0.5	+7.4
Sundries.....	137.8	137.8 _r	130.2 _r	0	+5.8	Sundries.....	162.0	162.2 _r	150.6	-0.1	+7.6
Weighted Total.....	162.8	161.6 _r	152.4 _r	+0.7	+6.8	Weighted Total.....	169.2	168.9 _r	155.6 _r	+0.2	+8.7

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes electricity and gas.

_rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948		July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948
Duluth						Kansas City, Mo.					
Food.....	223.9	219.1	196.0	+2.2	+14.2	Food.....	210.0	208.0 ^r	189.4 ^r	+1.0	+10.9
Housing ¹	101.9	101.9	100.2	0	+1.7	Housing ¹	108.4	108.4	105.5	0	+2.7
Clothing.....	165.8	165.3	158.7	+0.3	+4.5	Clothing.....	160.7	160.9 ^r	152.6	-0.1	+5.3
Fuel ²	147.9	147.5	123.2 ^r	+0.3	+20.0	Fuel ²	120.7	114.1	104.3	+5.8	+15.7
Housefurnishings.....	173.1	170.6	161.4	+1.5	+7.2	Housefurnishings.....	146.1	144.4	135.6	+1.2	+7.7
Sundries.....	142.3	142.3	136.7	0	+4.1	Sundries.....	150.0	149.8 ^r	140.5	+0.1	+6.8
Weighted Total.....	167.5	165.8	152.6	+1.0	+9.8	Weighted Total.....	159.4	158.2 ^r	147.4	+0.8	+8.1
Erie, Pa.						Lansing					
Food.....	240.0	234.1	222.5	+2.5	+7.9	Food.....	246.7	244.7 ^r	225.6	+0.8	+9.4
Housing ¹	123.2	123.2	110.2	0	+11.8	Housing ¹	102.1	102.1	98.0	0	+4.2
Clothing.....	171.5	171.8	169.0	-0.2	+1.5	Clothing.....	156.5	157.1 ^r	146.0	-0.4	+7.2
Fuel ²	152.7	147.9	133.4	+3.2	+14.5	Fuel ²	131.2	131.2	115.2	0	+13.9
Housefurnishings.....	154.9	157.3	148.2	-1.5	+4.5	Housefurnishings.....	163.0	163.0	157.1	0	+3.8
Sundries.....	154.8	154.8	148.9	0	+4.0	Sundries.....	155.6	155.5	146.7	+0.1	+6.1
Weighted Total.....	177.5	175.3	165.6	+1.3	+7.2	Weighted Total.....	168.6	168.1	156.7	+0.3	+7.6
Fall River						Los Angeles					
Food.....	210.4	206.8	186.6	+1.7	+12.8	Food.....	224.2	223.0	200.7	+0.5	+11.7
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	111.8	111.8	106.2	0	+5.3
Clothing.....	169.6	172.2	156.7	-1.5	+8.2	Clothing.....	146.0	147.2	143.0	-0.8	+2.1
Fuel ²	148.6	147.6	125.6	+0.7	+18.3	Fuel ²	91.8	91.8	91.8 ^r	0	0
Housefurnishings.....	142.0	142.1	133.7	-0.1	+6.2	Housefurnishings.....	146.3	144.3	135.2 ^r	+1.4	+8.2
Sundries.....	141.2	141.2	138.1 ^r	0	+2.2	Sundries.....	143.4	143.4	136.2	0	+5.3
Weighted Total.....	161.8	160.7	149.3	+0.7	+8.4	Weighted Total.....	160.1	159.7	148.9	+0.3	+7.5
Grand Rapids						Louisville					
Food.....	231.1	228.4 ^r	207.8	+1.2	+11.2	Food.....	236.4	231.5 ^r	212.3 ^r	+2.1	+11.4
Housing ¹	112.8	112.8	106.5	0	+5.9	Housing ¹	107.1	107.1	103.9	0	+3.1
Clothing.....	155.6	155.9	151.7	-0.2	+2.6	Clothing.....	153.7	154.0	147.0 ^r	-0.2	+4.6
Fuel ²	149.8	148.1	135.9	+1.1	+10.2	Fuel ²	156.1	150.7	129.2	+3.6	+20.8
Housefurnishings.....	167.6	165.7	158.4 ^r	+1.1	+5.8	Housefurnishings.....	164.4	164.1 ^r	159.7	+0.2	+2.9
Sundries.....	154.2	154.2 ^r	143.4	0	+7.5	Sundries.....	148.8	148.7 ^r	140.2	+0.1	+6.1
Weighted Total.....	170.1	169.1 ^r	156.9	+0.6	+8.4	Weighted Total.....	173.3	171.3 ^r	159.5	+1.2	+8.7
Green Bay, Wis.						Macon					
Food.....	210.6	206.7 ^r	194.9	+1.9	+8.1	Food.....	226.1	223.4	205.6 ^r	+1.2	+10.0
Housing ¹	115.2	115.2	106.8	0	+7.9	Housing ¹	123.2	123.2	114.0	0	+8.1
Clothing.....	168.2	168.2 ^r	162.4 ^r	0	+3.6	Clothing.....	163.3	163.8 ^r	153.0 ^r	-0.3	+6.7
Fuel ²	132.4	132.4	117.4	0	+12.8	Fuel ²	116.7	116.7	103.2	0	+13.1
Housefurnishings.....	157.7	158.2 ^r	147.5	-0.3	+6.9	Housefurnishings.....	155.6	155.6 ^r	146.3	0	+6.4
Sundries.....	143.4	143.2	133.1	+0.1	+7.7	Sundries.....	137.1	137.1	130.1	0	+5.4
Weighted Total.....	161.2	160.1 ^r	149.8 ^r	+0.7	+7.6	Weighted Total.....	165.6	164.9	153.5 ^r	+0.4	+7.9
Houston						Memphis					
Food.....	227.3	225.5 ^r	203.6 ^r	+0.8	+11.6	Food.....	240.9	236.8	216.9	+1.7	+11.1
Housing ¹	111.1	111.1	105.7	0	+5.1	Housing ¹	114.0	114.0	108.4	0	+5.2
Clothing.....	157.0	157.1	146.2	-0.1	+7.4	Clothing.....	160.6	162.4	154.2	-1.1	+4.2
Fuel ²	81.8	81.8	81.8	0	0	Fuel ²	112.7	112.7	108.5	0	+3.9
Housefurnishings.....	142.3	141.9 ^r	136.9	+0.3	+3.9	Housefurnishings.....	156.3	154.7	151.7	+1.0	+3.0
Sundries.....	145.2	145.1 ^r	135.1	+0.1	+7.5	Sundries.....	127.2	127.1	123.4	+0.1	+3.1
Weighted Total.....	159.9	159.4 ^r	147.7	+0.3	+8.3	Weighted Total.....	160.9	159.8	150.9	+0.7	+6.6
Huntington, W. Va.						Milwaukee					
Food.....	225.7	218.6 ^r	206.5	+3.2	+9.3	Food.....	225.9	221.1 ^r	198.6	+2.2	+13.7
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	112.1	112.1	103.5	0	+8.3
Clothing.....	155.9	155.7	147.9 ^r	+0.1	+5.4	Clothing.....	167.0	167.4	161.5	-0.2	+3.4
Fuel ²	100.0	100.0	100.0	0	0	Fuel ²	132.2	131.8	117.7	+0.3	+12.3
Housefurnishings.....	161.0	160.8	156.6 ^r	+0.1	+2.8	Housefurnishings.....	173.9	172.0	156.2 ^r	+1.1	+11.3
Sundries.....	145.8	145.9	138.9	-0.1	+5.0	Sundries.....	155.1	155.0	134.3	+0.1	+15.5
Weighted Total.....	165.7	163.5 ^r	156.3	+1.3	+6.0	Weighted Total.....	167.9	166.4 ^r	149.9	+0.9	+12.0
Indianapolis						Minneapolis					
Food.....	230.2	228.0	208.8	+1.0	+10.2	Food.....	237.3	237.2 ^r	214.2	0	+10.8
Housing ¹	116.0	116.0	107.9	0	+7.5	Housing ¹	108.8	108.8	103.7	0	+4.9
Clothing.....	148.7	149.0	143.8	-0.2	+3.4	Clothing.....	162.9	163.1	156.5	-0.1	+4.1
Fuel ²	148.1	144.3	125.4	+2.6	+18.1	Fuel ²	134.9	134.5	115.7	+0.3	+16.6
Housefurnishings.....	154.1	153.1	148.3 ^r	+0.7	+3.9	Housefurnishings.....	168.3	166.0	152.3	+1.4	+10.5
Sundries.....	152.3	152.6	142.8	-0.2	+6.7	Sundries.....	151.4	151.4	136.7	0	+10.8
Weighted Total.....	168.3	167.5	155.4 ^r	+0.5	+8.3	Weighted Total.....	170.1	169.9 ^r	154.9	+0.1	+9.8

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes electricity and gas.

^rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948		July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948
Muskegon						Portland, Ore.					
Food.....	272.2	264.8 _r	242.9	+2.8	+12.1	Food.....	232.6	227.2	207.6	+2.4	+12.0
Housing ¹	115.4	115.4	115.2	0	+0.2	Housing ¹	117.3	117.3	110.0	0	+6.6
Clothing.....	150.6	150.8	144.6	-0.1	+4.1	Clothing.....	174.5	174.4	160.6 _r	+0.1	+8.7
Fuel ²	155.7	152.0	137.7	+2.4	+13.1	Fuel ²	124.3	124.3	121.9	0	+2.0
Housefurnishings.....	140.4	140.4	139.9	0	+0.4	Housefurnishings.....	143.7	143.5	138.3 _r	+0.1	+3.9
Sundries.....	142.4	142.4 _r	138.1	0	+3.1	Sundries.....	134.1	134.0	128.9	+0.1	+4.0
Weighted Total.....	175.8	173.4	164.0	+1.4	+7.2	Weighted Total.....	165.4	163.7	153.2	+1.0	+8.0
Newark						Providence					
Food.....	221.5	218.4	191.0 _r	+1.4	+16.0	Food.....	228.4	225.9 _r	205.3 _r	+1.1	+11.3
Housing ¹	104.9	104.9	101.4	0	+3.5	Housing ¹	106.2	106.2	103.3	0	+2.8
Clothing.....	146.7	147.2	143.9	-0.3	+1.9	Clothing.....	155.6	155.6	148.8	0	+4.6
Fuel ²	115.4	113.2	105.4	+1.9	+9.5	Fuel ²	140.7	139.4	121.9	+0.9	+15.4
Housefurnishings.....	174.5	173.0	162.9	+0.9	+7.1	Housefurnishings.....	139.8	138.8	128.1	+0.7	+9.1
Sundries.....	139.1	136.9	129.3	+1.6	+7.6	Sundries.....	146.2	146.1	139.1	+0.1	+5.1
Weighted Total.....	163.3	161.5	147.8 _r	+1.1	+10.5	Weighted Total.....	165.3	164.3	152.7 _r	+0.6	+8.3
New Haven						Richmond					
Food.....	218.7	216.3 _r	197.0 _r	+1.1	+11.0	Food.....	252.3	248.8	232.3	+1.4	+8.6
Housing ¹	105.6	105.6	105.3	0	+0.3	Housing ¹	114.1	114.1	103.4	0	+10.3
Clothing.....	162.8	162.9	151.7	-0.1	+7.3	Clothing.....	162.6	163.2 _r	152.6	-0.4	+6.6
Fuel ²	139.2	136.8 _r	118.3	+1.8	+17.7	Fuel ²	130.3	126.7	118.4	+2.8	+10.1
Housefurnishings.....	153.3	153.5 _r	143.2	-0.1	+7.1	Housefurnishings.....	161.7	161.7	160.2	0	+0.9
Sundries.....	126.1	126.0	124.3	+0.1	+1.4	Sundries.....	132.3	132.3	125.3	0	+5.6
Weighted Total.....	157.8	156.8	147.0 _r	+0.6	+7.3	Weighted Total.....	168.6	167.4	156.8	+0.7	+7.5
New Orleans						Roanoke, Va.					
Food.....	231.5	226.4	210.1	+2.3	+10.2	Food.....	227.4	220.7	207.3	+3.0	+9.7
Housing ¹	118.7	118.7	110.6	0	+7.3	Housing ¹	133.7	133.7	123.9	0	+7.9
Clothing.....	161.0	161.5 _r	153.1	-0.3	+5.2	Clothing.....	171.8	172.5 _r	160.8	-0.4	+6.8
Fuel ²	90.7	90.6	85.2	+0.1	+6.5	Fuel ²	147.9	141.5	132.3	+4.5	+11.8
Housefurnishings.....	163.7	163.1 _r	157.9 _r	+0.4	+3.7	Housefurnishings.....	161.2	161.5	147.8	-0.2	+9.1
Sundries.....	136.6	136.4	131.5	+0.1	+3.9	Sundries.....	141.5	141.7	136.6	-0.2	+3.6
Weighted Total.....	170.8	168.9 _r	158.7	+1.1	+7.6	Weighted Total.....	169.9	167.7	158.0	+1.3	+7.5
New York						Rochester					
Food.....	215.4	213.7	192.3	+0.8	+12.0	Food.....	232.2	228.7	211.2	+1.5	+9.9
Housing ¹	103.2	103.2	100.8	0	+2.4	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	154.6	155.0	148.9	-0.3	+3.8	Clothing.....	157.2	157.6	155.2	-0.3	+1.3
Fuel ²	118.5	116.5	109.9	+1.7	+7.8	Fuel ²	150.0	147.1	134.9	+2.0	+11.2
Housefurnishings.....	157.4	156.7	149.6	+0.4	+5.2	Housefurnishings.....	184.0	182.4	173.9	+0.9	+5.8
Sundries.....	144.8	144.8 _r	139.2 _r	0	+4.0	Sundries.....	151.1	151.7	144.3 _r	-0.4	+4.7
Weighted Total.....	161.5	160.8	150.1 _r	+0.4	+7.6	Weighted Total.....	166.6	165.4	156.7 _r	+0.7	+6.3
Omaha						Rockford, Ill.					
Food.....	245.7	244.4	216.1	+0.5	+13.7	Food.....	244.9	241.4	214.4	+1.4	+14.2
Housing ¹	106.0	106.0	100.6	0	+5.4	Housing ¹	140.2	140.2	138.1	0	+1.5
Clothing.....	155.6	156.0	148.7	-0.3	+4.6	Clothing.....	162.0	161.2 _r	145.4	+0.5	+11.4
Fuel ²	133.2	130.9	124.2	+1.8	+7.2	Fuel ²	141.2	137.9	126.0	+2.4	+12.1
Housefurnishings.....	173.0	172.8	165.2	+0.1	+4.7	Housefurnishings.....	163.1	162.3	149.5	+0.5	+9.1
Sundries.....	145.3	145.4 _r	137.0 _r	-0.1	+6.1	Sundries.....	147.6	147.6 _r	138.6	0	+6.5
Weighted Total.....	168.9	168.4 _r	155.1	+0.3	+8.9	Weighted Total.....	177.5	176.0 _r	161.7	+0.9	+9.8
Philadelphia						Sacramento					
Food.....	208.4	204.3	189.4	+2.0	+10.0	Food.....	229.8	224.2 _r	209.0	+2.5	+10.0
Housing ¹	110.4	110.4	102.7	0	+7.5	Housing ¹	115.3	115.3	105.7	0	+9.1
Clothing.....	149.6	149.9	144.5	-0.2	+3.5	Clothing.....	171.2	171.5	160.9 _r	-0.2	+6.4
Fuel ²	138.9	136.1	126.4	+2.1	+9.9	Fuel ²	74.7	74.7	77.0	0	-3.0
Housefurnishings.....	151.9	151.9	148.7	0	+2.2	Housefurnishings.....	178.1	178.2	165.7	-0.1	+7.5
Sundries.....	147.4	147.3 _r	139.9	+0.1	+5.4	Sundries.....	141.3	141.4	133.3	-0.1	+6.0
Weighted Total.....	163.1	161.4 _r	151.5	+1.1	+7.7	Weighted Total.....	164.8	163.2	152.7	+1.0	+7.9
Pittsburgh						St. Louis					
Food.....	222.8	222.4	201.5	+0.2	+10.6	Food.....	222.3	217.9	197.8	+2.0	+12.4
Housing ¹	116.3	116.3	105.8	0	+9.9	Housing ¹	113.0	113.0	105.8	0	+6.8
Clothing.....	152.3	152.4 _r	146.3	-0.1	+4.1	Clothing.....	150.6	150.7	145.3 _r	-0.1	+3.6
Fuel ²	136.1	131.5	123.8	+3.5	+9.9	Fuel ²	147.0	144.4	127.1	+1.8	+15.7
Housefurnishings.....	145.7	143.8	138.0	+1.3	+5.6	Housefurnishings.....	159.3	159.8	145.1	-0.3	+9.8
Sundries.....	147.4	147.4	135.5	0	+8.8	Sundries.....	137.2	137.2	129.4	0	+6.0
Weighted Total.....	165.8	165.3	151.9	+0.3	+9.2	Weighted Total.....	164.3	162.7	150.3 _r	+1.0	+9.3

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes electricity and gas.

^rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948		July, 1948	June, 1948	July, 1947	June, 1948 to July, 1948	July, 1947 to July, 1948
St. Paul						Toledo					
Food.....	235.0	233.2	209.9 _r	+0.8	+12.0	Food.....	232.7	228.2	207.3 _r	+2.0	+12.3
Housing ¹	107.7	107.7	100.9	0	+6.7	Housing ¹	120.5	120.5	113.1	0	+6.5
Clothing.....	154.2	155.8 _r	145.5	-1.0	+6.0	Clothing.....	159.1	160.3	151.1 _r	-0.7	+5.3
Fuel ²	139.4	139.1	123.5	+0.2	+12.9	Fuel ²	147.2	140.7	128.0	+4.6	+15.0
Housefurnishings.....	175.3	171.5	165.7 _r	+2.2	+5.8	Housefurnishings.....	149.0	146.6	142.4	+1.6	+4.6
Sundries.....	146.8	146.8	137.2	0	+7.0	Sundries.....	155.3	155.4	144.9	-0.1	+7.2
Weighted Total.....	167.7	167.1	153.5	+0.4	+9.3	Weighted Total....	172.3	170.5	157.7	+1.1	+9.3
San Francisco - Oakland						Wausau, Wis.					
Food.....	228.0	227.6	203.7 _r	+0.2	+11.9	Food.....	243.8	238.0	224.1	+2.4	+8.8
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	107.6	107.6	102.7	0	+4.8
Clothing.....	159.7	159.8	151.4 _r	-0.1	+5.5	Clothing.....	183.2	183.2	172.2	0	+6.4
Fuel ²	90.8	90.8	88.1	0	+3.1	Fuel ²	143.3	145.0	120.8	-1.2	+18.6
Housefurnishings.....	155.7	155.0	148.9 _r	+0.5	+4.6	Housefurnishings.....	153.9	153.9 _r	144.7	0	+6.4
Sundries.....	151.2	151.8	141.5	-0.1	+6.9	Sundries.....	139.1	138.9	131.9	+0.1	+5.5
Weighted Total.....	166.2	166.0	154.0 _r	+0.1	+7.9	Weighted Total....	169.9	168.4 _r	157.3	+0.9	+8.0
Seattle						Wilmington, Del.					
Food.....	229.4	225.2 _r	203.7 _r	+1.9	+12.6	Food.....	209.0	206.5	190.2 _r	+1.2	+9.9
Housing ¹	115.9	115.9	106.5	0	+8.9	Housing ¹	109.8	109.8	104.9	0	+4.7
Clothing.....	146.7	146.5 _r	141.5 _r	+0.1	+3.7	Clothing.....	168.7	169.0	154.7	-0.2	+9.0
Fuel ²	129.4	129.0	118.9	+0.3	+8.8	Fuel ²	127.0	127.0	113.2	0	+12.2
Housefurnishings.....	168.2	164.2	150.4	+2.4	+11.8	Housefurnishings.....	171.3	171.3	156.7	0	+9.3
Sundries.....	142.1	142.1	138.6	0	+2.5	Sundries.....	131.7	131.7	127.2	0	+3.5
Weighted Total.....	166.4	164.8 _r	153.7 _r	+1.0	+8.3	Weighted Total....	161.6	160.8	149.8	+0.5	+7.9
Spokane						Youngstown					
Food.....	221.2	219.1	194.4 _r	+1.0	+13.8	Food.....	233.9	230.7	209.7 _r	+1.4	+11.5
Housing ¹	104.0	104.0	102.0	0	+2.0	Housing ¹	106.7	106.7	105.6	0	+1.0
Clothing.....	143.6	145.0	137.1	-1.0	+4.7	Clothing.....	169.8	170.3	156.9 _r	-0.3	+8.2
Fuel ²	144.5	144.5	142.8	0	+1.2	Fuel ²	139.0	130.8	124.8	+6.3	+11.4
Housefurnishings.....	146.9	145.7	136.7 _r	+0.8	+7.5	Housefurnishings.....	161.3	160.7	152.3 _r	+0.4	+5.9
Sundries.....	141.1	141.0 _r	135.1	+0.1	+4.4	Sundries.....	139.4	139.2	126.6	+0.1	+10.1
Weighted Total.....	161.7	161.1	150.0	+0.4	+7.8	Weighted Total....	166.6	165.0	152.7 _r	+1.0	+9.1
Syracuse											
Food.....	226.8	228.5 _r	207.0	-0.7	+9.6						
Housing ¹	116.7	116.7	116.3	0	+0.3						
Clothing.....	157.9	158.2	154.6 _r	-0.2	+2.1						
Fuel ²	146.8	143.2	131.8	+2.5	+11.4						
Housefurnishings.....	163.4	162.9	155.9	+0.3	+4.8						
Sundries.....	138.0	137.8	131.9 _r	+0.1	+4.6						
Weighted Total.....	163.4	163.5	153.9 _r	-0.1	+6.2						

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes electricity and gas. r Revised.

PERCENTAGE CHANGES IN INDEXES FOR FIVE CITIES

	Weighted Total		Food		Housing ¹		Clothing		Fuel and Light		Housefurnishings		Sundries	
	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948	June 1948 to July 1948	July 1947 to July 1948
	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948	July 1948
Bellefonte, Pa.....	+0.7	+7.9	+1.8	+8.1	0	+13.9	-1.5	+8.7	+1.9	+14.7	+0.6	+7.9	0	+2.8
Evansville, Ind.....	+0.7	+6.2	+1.1	+7.6	0	+3.4	+0.2	+3.6	+3.2	+9.8	+2.7	+11.6	-0.1	+4.3
International Falls, Minn..	+0.9	+8.2	+2.2	+9.4	0	+12.4	-0.7	+4.2	0	+18.4	+0.8	+6.0	+0.3	+5.4
Joliet, Ill. ²	+0.8	+8.2	+2.0	+14.0	0	+2.5	-0.4	+6.3	+3.1	+13.5	0	+1.0	-0.1	+4.3
Trenton, N. J.....	+2.5	+10.0	+5.2	+16.5	0	+3.1	-0.3	+3.7	+3.4	+13.5	-0.4	+4.0	+0.1	+5.0

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes Lockport and Rockdale.

(Continued from page 463)

women's wear now contributing to the over-all drop.

The all-items index rose over the month in every city surveyed, with the exception of Bridgeport, which showed no changes, and Syracuse, which declined

0.1%. The largest rises were recorded in Trenton and Muskegon, with increases of 2.5% and 1.4%.

SHIRLEY FASS
FLORENCE S. GEIGER
Statistical Division

Wage Increase Announcements—July 15 to August 15

Note: Announcements verified by company granting increase unless otherwise specified.

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Alabama Dry Dock and Shipbuilding Company Mobile, Ala.	WE	\$.05 hr.	7-23-48	5,000	\$1.50 hr. mechanic	6-23-47	Improved vacation privileges. (Int. Union Mine, Mill and Smelter Workers, CIO)
Aluminum Company of America..... Garwood, N. J.	S	\$.05 hr.	7-23-48	750	n.a.	n.a.	(No union)
American Optical Company.....	WE	\$.10 to \$.16 hr.	7-26-48	750	n.a.	n.a.	(Int. Union Mine, Mill and Smelter Workers, CIO)
Scientific Instrument Division..... Cheektowaga, N. Y.	WE	See remarks	5-26-48	1,187	\$1.385 hr.	5-26-47	9¢ hr. increase for pieceworkers, 11¢ hr. for day workers. (CIO union)
American Seating Company..... Grand Rapids, Mich.	S	\$4.40 wk.	6-1-48	394	n.a.	n.a.	(No union)
American Stove Company..... Cleveland, Ohio	WE	\$.11 hr.	4-18-48	1,350	See remarks	5-19-47	Previous average straight-time earnings: \$1.41 hr. (United Furniture Workers, CIO)
	S	8%	6-1-48	360	n.a.	6-1-47	(No union)
	WE	\$.08 hr.	3-1-48	289	See remarks	n.a.	Two days' paid vacation for workers with 6 months' service, supplementing previous vacation benefits. Group insurance (health and non-occupational accident.) Six paid holidays, except those falling on Saturday. Previous increase: 12¢ hr. effective 3-1-47. (Metal and Machinery Workers; Industrial Union No. 440; Industrial Workers of the World)
	S	\$14.00 mo.	6-1-48	79	See remarks	n.a.	Group insurance (health and nonoccupational accident). Previous increase: \$16.50 to employees earning \$220 mo. or less; 7½% to those earning over \$220 mo. (Office Employees International Union, AFL)
Anaconda Wire and Cable Company.. Anderson, Ind.	WE	\$.11 hr.	5-15-48	250	n.a.	n.a.	(AFL union)
The Apex Electrical Manufacturing Company	S	Various	7-11-48	50	n.a.	n.a.	(No union)
	WE	\$.05 hr.	4-1-48	2,500	n.a.	n.a.	(Int. Assoc. of Machinists, Ind.; United Electrical, Radio & Machine Workers, CIO; Int. Molders and Foundry Workers, AFL; Pattern Makers' League of N.A., AFL; Bro. of Painters, Decorators and Paperhangers, AFL; Polishers, AFL; Office Employees Int. Union, AFL)
	S	\$9.00 mo.	4-1-48	500	n.a.	n.a.	(Unions not given)
		\$10.00 mo.	5-1-48				
Armco Steel Corporation..... Middletown, Ohio	WE	10%	7-16-48	20,036	\$1.14 (common labor)	4-1-47	(Unions not given)
Ashland Oil & Refining Company..... Ashland, Ky.	S	10%	7-16-48	4,094	n.a.	n.a.	(Oil Workers Int. Union, CIO)
	WE	\$.175 hr.	5-16-48	350	\$1.45 hr.	5-16-47	(No union)
*Bethlehem Steel Corporation.....	S	11%	5-16-48	1,150	n.a.	5-16-47	Application of increase to overtime and night-shift differentials will amount to about ½¢ hr.
Shipyards at Brooklyn and Staten Island, N. Y., Baltimore and Sparrows Point, Md., Hoboken, N. J., Quincy and Boston, Mass.	WE	\$.07 hr.	n.a.	28,000	n.a.	n.a.	A 2¢ hr. credit given to employees on strike during part of 1947 vacation. (Ind. Union Marine and Shipbuilding Workers, CIO)
The Bridgeport Rolling Mills Company Stratford, Conn.	WE	\$.12 hr.	7-19-48	110	\$1.07 hr.	6-9-47	Base-rate wages granted for Christmas Day, 1948, and New Year's Day, 1949, due to the fact that both fall on Saturday, which is not a scheduled working day. (Ind. Union of Marine & Shipbuilding Workers of America, CIO)
	S	8%	7-12-48	14	n.a.	n.a.	(No union)
Cambridge Gas Light Company..... Cambridge, Mass.	S	See remarks	7-1-48	16	n.a.	n.a.	Increase of \$3 each per week of 40 hrs. (Union no given)
Carnation Company..... Sheridan, Mich.	WE	\$.07 hr.	5-31-48	60	\$.96 hr.	4-1-47	Forty of these employees received additional merit-increase adjustment ranging from 1¢ to 11¢, averaging 3¢. (Retail, Wholesale and Department Store Union, CIO)
J. I. Case Company..... Racine, Wis.	WE	8%	6-19-48	4,350	n.a.	n.a.	(UAW-CIO)
	S	\$10 min.	6-1-48	643	n.a.	n.a.	(No union)
Certain-Teed Products Corporation... Niagara Falls, N. Y.	WE	8% to 10%	3-17-48	195	n.a.	n.a.	(UMW, Dist. No. 50)
Central Paper Company, Inc..... Muskegon, Mich.	S	6%	6-1-48	18	n.a.	n.a.	(No union)
	WE	\$.095 hr.	3-29-48	480	\$1.05 hr. (Labor)	3-31-47	Employees participating in group insurance pay 72¢ weekly and company also contributes 72¢ weekly. (United Paperworkers, CIO; no union for salaried employees)
Chamberlin Company of America..... New Haven, Conn.	S	Not less than \$.095	4-1-48	80	n.a.	n.a.	(United Construction Workers, AFL)
Chase Brass & Copper Company, Inc. Waterbury, Conn.	WE	\$.09 hr.	6-19-48	56	\$1.15 hr.	6-19-47	This increase is to be added to straight-time hourly earnings. In addition, Christmas, 1948, and New Year's Day, 1949, will be considered within the regular work week for payment of unworked holiday pay. (Ind. Union of Marine & Shipbldg. Workers, CIO)
	S	10%	6-28-48	1,195	n.a.	n.a.	(No union)
*Chelsea Products Company..... Chelsea, Mich.	WE	\$.23 hr.	n.a.	90	n.a.	n.a.	Announced 7-15-48. (UAW-CIO)
*Chicago Newspaper Publishers Association Chicago, Ill.	WE	\$12 wk.	7-17-48	275	n.a.	n.a.	Day hours will be reduced on Jan. 17, 1949, from 37½ hrs. a week to 36¼ a week. After Jan. 17 both day and night hours will be 36¼ a week. The new pay scale will be \$106 a week for day work and \$115 a week for night work. (Chicago Photo-engravers, AFL)

WAGE INCREASE ANNOUNCEMENTS—JULY 15 TO AUGUST 15—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
*Cincinnati (Ohio) & Suburban Bell Telephone Company and its subsidiaries	WE	\$.50 to \$7.00 wk.	7-4-48	1,875	n.a.	n.a.	Increased termination and holiday pay. (Communications Workers of America, CIO)
Cleveland Quarries Company.....	WE	\$.09 hr.	4-19-48	229	\$1.10 hr.	4-19-47	(Federal Labor Union, No. 22546, AFL)
Sterling Grinding Wheel Division... Tiffin, Ohio	S	8½ %	6-1-48	40	n.a.	n.a.	Increase made in accordance with job evaluation. (Office Employees Int. Union, AFL)
Climax Molybdenum Company of Pennsylvania	WE	\$.12 hr.	7-1-48	100	n.a.	n.a.	(Ind. Union Marine & Shipbuilding Workers, CIO)
Langeloth, Pa.	S	8 %	7-1-48	39	\$199.80 to \$941.63 mo.	n.a.	(No union)
Coeur d'Alene Mines Corporation.... Kellog, Idaho; Wallace, Idaho; Mullin, Idaho	WE	\$.12 hr.	7-1-48	40	n.a.	n.a.	(Int. Union Mine, Mill and Smelters Workers, CIO)
	S	\$25.00 mo.	7-1-48	3	n.a.	n.a.	(No union)
W. B. Conkey Company..... Hammond, Ind.	WE	\$.328 hr.	6-27-48	100	\$2.21 hr.	9-4-46	[A similar wage increase of 12¢ an hour was reportedly granted by all operators in the Coeur d'Alene mining district of Idaho.] (Chicago Typographical Union)
Consolidated Car-Heating Company, Inc.	WE	\$.15 hr.	1-15-48	200	n.a.	n.a.	(International Assn. of Machinists)
Albany, N. Y.	S	\$6.00 wk.	2-2-48	40	n.a.	n.a.	(United Office & Professional Workers, CIO)
Continental Baking Company..... Omaha, Neb.	WE	\$.10 hr.	n.a.	n.a.	n.a.	n.a.	Represents increase given to inside bakery workers by principal wholesale bakers in Omaha of which the Continental Baking Company is one. (Bakery & Confectionary Workers, AFL)
*Noble J. Dick Bus Lines..... Pittsburgh, Pa.	WE	\$.11 hr.	n.a.	72	n.a.	n.a.	Current rates: \$1.35 hr. for drivers and \$1.30 hr. for maintenance men. Company guarantees 48-hr. work week and will buy employees' uniforms. Company and union agreed to review fluctuations in the cost of living every 4 mos. with a view to further adjustments. (Amal. Assn. St., Elec. Ry. & Motor Coach Employees, AFL)
Detroit Creamery Company..... Arctic Dairy Division	WE	\$.08 hr.	5-30-48	29	\$1.06 to \$1.18 hr.	5-31-47	Lansing, Mich. (CIO union)
	WE	\$.08 hr.	6-1-48	40	\$1.12 to \$1.22 hr.	6-1-47	Flint, Mich. (CIO union)
The Duriron Company, Inc..... Dayton, Ohio	WE	\$.11 hr.	6-1-48	575	n.a.	n.a.	(United Steelworkers, CIO)
The Eagle-Picher Company..... East Chicago, Ill.	WE	\$.10 hr.	3-1-48	300	\$1.08 hr. (Labor)	3-1-47	(UMW, Dist. 50)
Fiske Brothers Refining Company.... Toledo, Ohio	WE	\$.15 hr.	2- 5-48	42	n.a.	n.a.	(Oil Workers Int. Union, CIO)
*Ford Motor Company.....	WE	\$.05 hr.	6-13-48	116,000	n.a.	n.a.	In addition, certain fringe concessions were granted, amounting to nearly 4¢ an hour. Increase brought average production wage to about \$1.66 an hour. Agreement covers 46 plants in 25 states. (UAW-CIO)
	WE	\$.13 hr.	7-16-48				
General Mills, Inc.....	WE	\$.125 hr.	6-15-48	688	n.a.	n.a.	Chicago, Ill., Cereal plant (Grain Millers Union, AFL)
	WE	\$.125 hr.	6-15-48	113	n.a.	n.a.	Chicago, Ill. Flour mill (Grain Millers Union, AFL)
Gilet Carbonizing Company, Inc..... Lowell, Mass.	WE	\$.14 hr.	6-14-48	162	n.a.	n.a.	Wichita, Kans. (Grain Millers Union, AFL)
	WE	10 %	2-25-48	250	n.a.	2-25-47	(United Textile Workers, AFL)
Gladding, McBean & Company..... Los Angeles, Cal.	S	10 %	2-25-48	12	n.a.	2-25-47	(No union)
	WE	\$.12 hr. (male)	4-1-48	1,700	See remarks	11-1-46	Labor Day and Thanksgiving Day paid double time if worked. Previous minimum rates: \$1 hr. for male employees, 92¢ hr. for females. (United Brick, Tile and Clay Workers of America, AFL)
		\$.08 hr. (female)					
The B. F. Goodrich Chemical Company Port Neches, Texas	WE	\$.10 hr.	6-20-48	370	See remarks	n.a.	Previous straight-time average hourly earnings: \$1.75. (Plumbing and Pipe Fitting Industry, AFL; Oil Workers Int. Union, CIO; Int. Electrical Workers, AFL; United Bro. Carpenters and Joiners, AFL; Bro. Painters, Decorators & Paperhangers, AFL; Int. Assn. Machinists)
Harrison Sheet Steel Company..... Chicago, Ill.	S	5 %	6-16-48	136	n.a.	n.a.	\$16.50 mo. minimum increase (No union)
	WE	See remarks	See remarks	450	\$.90 hr.	5-29-47	6¢ increase to incentive workers and 8¢ to non-incentive workers, effective June 2, 1948, with a 1¢ increase automatically due 9-1-48 to both groups. Plant bonus averages approximately 36% to all incentive workers. (United Electrical Workers, CIO)
The Heil Company..... Milwaukee 1, Wis.	WE	See remarks	7-1-48	1,800	n.a.	n.a.	The wage increase included 5¢ for each hour worked at day rate and 1.5¢ for each hour worked at other than day rate; i. e. at piece work, special occupational rates, etc. The day rates for certain individual jobs were increased in amounts varying from 2¢ to 12¢ an hour. It was estimated that the over-all average of all wage adjustments was 6¢ an hour. (United Steelworkers, CIO)
G. Heileman Brewing Company..... La Crosse, Wis.	S	\$15.00 mo.	6-1-48	500	n.a.	n.a.	(No union)
	WE	\$8.00	4-1-48	390	\$48.20 wk.	4-1-47	Additional paid holiday, Good Friday, making a total of 7. (Brewery Workers Union, CIO)

WAGE INCREASE ANNOUNCEMENTS—JULY 15 TO AUGUST 15—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Hercules Powder Company.....	WE	\$.08 hr.	7-26-48	800	\$1.23 hr. average	11-7-47	Hopewell, Va. (UMW, Dist. 50)
	WE	\$.12 hr.	6-28-48	100	\$1.43 hr. average	7-1-47	Bacchus, Utah. (Local unions—no affiliation)
	WE	5%	7-12-48	150	\$1.37 hr. average	11-1-47	Carthage, Mo. (No union)
	WE	\$.08 hr.	7-5-48	250	\$1.58 hr. average	1-1-48	Hercules, Cal. (United Mine, Mill and Smelter Workers, CIO)
	WE	\$.13 hr.	7-12-48	70	\$1.27 hr. average	4-1-47	Ishpeming, Mich. (United Steelworkers, CIO)
	WE	\$.13 hr.	7-19-48	30	\$1.47 hr. average	10-1-47	Jasonville, Ind. (UMW, Dist. 50)
	WE	\$.07 hr.	7-12-48	525	\$1.50 hr. average	10-1-47	Kenil, N. J. (UMW, Dist. 50)
	WE	\$.07 hr.	7-5-48	625	\$1.23 hr. average	2-1-48	Port Ewen, N. Y. (UMW, Dist. 50)
	WE	4.2%	6-7-48	45	\$1.18 hr. average	12-1-47	Kalamazoo, Mich. (United Gas, Coke and Chemical Workers, CIO)
	WE	\$.05 hr.	6-28-48	25	\$1.25 hr. average	4-28-48	Milwaukee, Wis. (No union)
	WE	5.4%	5-10-48	140	\$1.18 hr. average	10-1-47	Savannah, Ga. (No union)
	WE	\$.05 hr.	8-1-48	100	\$1.32 hr. average	10-1-47	Burlington, N. J. (No union)
	WE	\$.10 hr.	5-31-48	100	\$1.26 hr. average	5-1-47	Mansfield, Mass. (No union)
	WE	\$.11 hr.	6-1-48	215	\$1.13 hr. (male) \$1.03 hr. (female)	6-1-47	(CIO union)
International Paper Company..... Container Division Chicago, Ill.	S	9%	6-48	54	n.a.	n.a.	(No union)
	WE	\$.05 hr.	4-5-48	200	n.a.	5-5-47	(Int. Assn. of Machinists)
Iron Fireman Manufacturing Company Portland, Ore.	WE	\$.13 hr.	6-1-48	10,000	n.a.	6-9-47	Six paid holidays. All employees on regular 7-day operation will receive an increase of .035¢ an hour in lieu of receiving the paid holidays. Social Security Fund replaces Security Trust Fund. Company will pay into this new fund 5¢ an hour (for each hour worked by employees covered by union agreement) toward the payment of premiums for hospitalization, sick and accident benefits, prepaid medical service, and life insurance. (UAW-CIO)
	S	9% \$22.50 mo. min.	6-1-48	3,000	n.a.	6-9-47	
Kaiser-Frazer Corporation..... Willow Run, Michigan	WE	\$.13 hr.	6-1-48	10,000	n.a.	6-9-47	Six paid holidays. All employees on regular 7-day operation will receive an increase of .035¢ an hour in lieu of receiving the paid holidays. Social Security Fund replaces Security Trust Fund. Company will pay into this new fund 5¢ an hour (for each hour worked by employees covered by union agreement) toward the payment of premiums for hospitalization, sick and accident benefits, prepaid medical service, and life insurance. (UAW-CIO)
	S	9% \$22.50 mo. min.	6-1-48	3,000	n.a.	6-9-47	
The Kelly-Springfield Tire Company.. Cumberland, Md.	WE	\$.11 hr.	7-12-48	2,000	\$1.39 hr. average	4-21-48	Three weeks' vacation for employees with 15 years' service. (United Rubber, Cork, Linoleum & Plastic Workers, CIO; no union for salaried workers)
	S	\$20.00 mo.	7-1-48	450	n.a.	n.a.	
Libby-Owens-Ford Glass Company... Toledo, Ohio	WE	\$.125 hr.	5-1-48	8,000	n.a.	n.a.	2.5¢ insurance and hospital benefits included. (Federation of Glass, Ceramic and Silica Sand Workers, CIO)
	S	10% \$25 min.	6-16-48	1,500	n.a.	n.a.	
Lovell Manufacturing Company..... Erie, Pa.	WE	\$.11 hr.	6-14-48	700	n.a.	4-1-47	(United Rubber Workers, CIO)
	S	\$.11 hr.	6-14-48	150	n.a.	4-1-47	
Lukens Steel Company..... Coatesville, Pa.	WE	\$.125 hr.	7-18-48	4,068	\$1.44 hr.	4-1-47	(CIO union)
	S	10%	7-18-48	1,149	See remarks	4-1-47	
The Lunkenheimer Company..... Fairmount, Ohio	WE	\$.05 hr.	7-5-48	1,800	\$1.175 hr. average	6-23-47	Previous increase: Employees with salaries of \$200 and under per four-week accounting period were increased \$20; those earning over \$200 were increased 10%. (No union)
		\$.025 hr.	2-21-49				
Lynn Gas & Electric Company..... Lynn, Mass.	WE	10%	2-15-48	550	\$1.16 hr. average	2-15-47	Effective in 1949, vacation plan was amended to provide for 3 weeks' vacation to employees with 20 rather than 25 years service. (United Steelworkers, CIO)
Master Builders Company..... Buffalo, N. Y.	WE	\$.10 hr.	7-1-48	30	n.a.	n.a.	Adjustments were also made to individual jobs that will average approximately 2¢ an hour increase to the entire group. Three weeks' vacation after 18 years' service. Increase also affects salaried employees covered by collective bargaining. (UMW, Dist. 50)
McDonnell Aircraft Corporation..... St. Louis, Mo.	WE	\$.10 hr.	7-5-48	2,571	\$1.43 hr. average	7-1-47	(Int. Assn. Machinists)
	S	\$4.00 wk.	7-5-48	1,896	n.a.	7-1-47	
Menasco Mfg. Co..... Burbank, Cal.	WE	\$.10 hr.	6-7-48	430	\$1.54 hr. average	10-19-45	Employees will be eligible for 1 week's additional vacation at 4 years' service instead of 4½ years. (Int. Assn. Machinists)
Milwaukee Gas Specialty Company... Milwaukee, Wis.	WE	\$.10 hr.	6-7-48	7	\$1.21 hr. average	10-19-45	Same vacation benefits as above. (Amer. Fed. Guards)
Monroe Auto Equipment Company... Monroe, Mich.	WE	\$.06 hr.	6-14-48	45	\$1.26 hr.	12-9-47	Day rate increased 8¢. (Int. Assn. Machinists)
Motor Products Corporation..... Detroit, Mich.	WE	\$.13 hr.	6-1-48	3,800	\$1.54 hr. average	5-14-47	Plus 2¢ hr. extra toward Christmas bonus. (UAW, CIO; no union for salaried employees)
	S	8%	7-1-48	200	n.a.	n.a.	
	WE	\$.13 hr.	6-1-48	3,800	n.a.	4-28-47	(UAW, CIO)
	S	9%	6-1-48	390	n.a.	5-1-47	(No union)

WAGE INCREASE ANNOUNCEMENTS—JULY 15 TO AUGUST 15—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Mundet Cork Corporation..... North Bergen and Hillside, N. J.	WE	\$1.10 hr.	7-1-48	1,000	\$1.01 hr. (male) \$.89 hr. (female) \$1.50 hr. average	7-1-47	Three weeks' vacation for over 20 years' seniority. Slight adjustment for call-in pay. (United Rubber, Cork, Linoleum and Plastic Workers, CIO)
Nash-Kelvinator Corporation..... Kenosha, Wis.	WE	\$1.13 hr.	5-24-48	6,000	\$1.50 hr. average	5-1-47	(UAW, CIO; Int. Assn. Machinists; Drop Forgers, AFL)
National Biscuit Company..... Dayton, Ohio	S	8% to 9%	5-24-48	n.a.	n.a.	n.a.	(No union)
	WE	\$1.35 hr. (male) \$.075 hr. (female)	5-20-48	134	\$.705 to \$1.475 hr.	5-20-47	Also 3 weeks' vacation after 20 years service and two 15 minute rest periods for males. (United Bakery Workers, CIO)
The Oliver Corporation..... Cleveland, Ohio	WE	\$1.11 hr.	5-17-48	1,250	\$1.62 hr.	5-17-47	(Int. Assn. Machinists)
Paasche Airbrush Company..... Chicago, Ill.	S	8.31%	5-31-48	150	n.a.	5-17-47	(Office Workers, AFL)
	WE	\$1.10 hr.	6-1-48	116	n.a.	n.a.	(United Elec., Radio and Machine Workers, CIO)
Paper Products Manufacturing Com- pany	WE	\$1.10 hr.	6-7-48	130	\$.85 hr.	5-23-47	(CIO union)
Swarthmore, Pa.	S	\$.05 hr.	12-6-48				
Pennsylvania Salt Manufacturing Com- pany of Washington	S	\$5.00 wk.	6-7-48	12	\$65.00 wk.	5-23-47	(No union)
Tacoma, Wash.	WE	\$1.15 hr.	6-1-48	96	See remarks	6-1-47	Shift differential also increased from 5¢ and 8¢ to 7¢ and 10¢. Previous rate for common labor: \$1.28 hr. (Tacoma Central Labor Union, AFL; Engineers, AFL)
Pittsburgh Plate Glass Company..... Creighton and Ford City, Pa.; Mt. Vernon, Ohio; Crystal City, Mo.; Henryetta, Okla.; Clarksburg, W. Va.	WE	See remarks	5-1-48	10,500	\$1.53 hr.	2-1-48	Agreement provides for increased wages and insurance benefits totaling approximately .125¢ an hour which includes 9¢ general increase for all employees in the unit. In addition, skilled maintenance jobs, which are not on incentive, will receive further adjustments to be paid out of a pool amounting to 1¢ and the minimum base labor rate on jobs which are not on incentive will be increased by an additional 2¢. Insurance benefits amount to approximately 2.5¢. (Fed. Glass, Ceramic and Silica Sand Workers, CIO)
The Plume and Atwood Manufacturing Company	WE	\$1.12 hr.	6-28-48	200	n.a.	n.a.	Christmas, 1948, and New Years, 1949, which are not in scheduled work week will be paid for. (Int. Union Mine, Mill and Smelter Workers, CIO)
Thomaston, Conn.							
Poore and Company..... Canton, Ohio	WE	\$1.13 hr.	7-1-48	110	n.a.	n.a.	(AFL union)
	S	10%	7-1-48	15	n.a.	n.a.	(No union)
Railway and Industrial Engineering Company	WE	\$1.09 hr.	5-1-48	526	\$1.05 to \$1.60 hr.	5-1-47	Plus 1.5¢ on job evaluations and ½¢ toward group insurance. (United Elec., Radio and Machine Workers, CIO)
S. Greensburg, Pa.	S	See remarks	5-1-48	189	\$132.50 to \$382.50 mo.	5-1-47	\$15 mo. increase to employees earning under \$3,000 yr.; those earning over \$3,000 yr. received \$17.50 mo. increase. (United Elec., Radio and Machine Workers, CIO)
Revere Copper and Brass Incorporated Baltimore, Md.	WE	8%	6-1-48	1,200	n.a.	5-1-47	(Baltimore Metal Trades, AFL; UMW, Dist. 50)
	S	8%	6-1-48	300	n.a.	5-1-47	Resulted in a minimum increase of \$4 wk. (Office Employees Int. Union, AFL, represents 30 employees; no union for 270 employees)
Robbins Flooring Company..... Rhinelander, Wis.	WE	\$1.06 hr.	5-1-48	100	\$.93 hr.	11-10-47	(CIO union)
Seiberling Rubber Company..... Akron, Ohio	WE	\$1.11 hr.	7-5-48	1,600	n.a.	n.a.	(United Rubber, Cork, Linoleum and Plastic Workers, CIO)
	S	\$20.00 to \$30.00 mo.	7-1-48	400	n.a.	n.a.	(No union)
*Shepard Elevator Company..... Cincinnati, Ohio	WE	\$1.15 hr.	6-17-48	70	n.a.	n.a.	(Electrical Workers, AFL)
Stanolind Pipe Line Company..... Tulsa, Okla.	WE	\$1.10 hr. (basic)	4-1-48	2,000	n.a.	n.a.	Plus 17.5¢ cost of living adjustment. Double time for holidays worked. Car mileage raised from 6¢ to 7¢ a mile. (1,005 employees represented by Oil Workers Int. Union, CIO)
	S	5% and 4% (basic)	2-1-48	361	n.a.	n.a.	Plus 10% cost of living adjustment effective April 6, 1948. (No union)
Stauffer Chemical Company.....	WE	\$1.12 hr.	5-11-48	50	\$1.18 hr. (labor)	5-11-47	Chester, Pa. Three days' leave with pay for death in immediate family. Straight-time pay for holidays not worked; six holidays at double time if worked. (UMW, District 50)
		\$1.11 hr.	6-6-48	45	\$1.11 hr.	6-6-47	Monongahela, Pa. Three days' leave with pay for death in immediate family. Straight-time pay for holidays not worked; six holidays at double time if worked. (UMW, District 50)
Stewart-Warner Corporation..... Chicago, Ill.	WE	8%	6-28-48	3,500	n.a.	5-5-47	9¢ minimum increase; 13¢ maximum. Shift premium paid to night shift workers on vacation and holiday pay. (United Elec. Radio and Machine Workers, CIO)
Sylvania Electric Products, Inc..... New York, N. Y.	WE	\$1.07 hr.	6-1-48	2,100	n.a.	n.a.	Previous increase: 11.5¢ hr. effective 6-1-47. (United Electrical Workers, CIO)
	WE	8%	6-11-48	5,500	n.a.	n.a.	Previous increase: 11.5¢ hr. effective 5-6-47. (United Electrical Workers, CIO)
	WE	\$1.09 min.	6-28-48	400	n.a.	n.a.	Previous increase: 11.5¢ hr. effective 5-6-47. (Int. Bro. Elec. Workers, AFL)
	WE	\$1.09 min.	6-11-48	3,500	n.a.	n.a.	Previous increase: 11.5¢ hr. effective 5-6-47. (No union)
	S	8%	6-11-48	2,800	n.a.	n.a.	Previous increase: \$22 mo. effective 5-6-47. (No union)
		\$15.50 min.					

WAGE INCREASE ANNOUNCEMENTS, JULY 15 TO AUGUST 15—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Thompson Products, Inc.	WE	\$13 hr.	6-21-48	1,284	n.a.	n.a.	(CIO union)
Detroit, Mich.	S	\$22.50 mo.	6-16-48	180	n.a.	n.a.	(No union)
Transue & Williams Steel Forging Corporation	WE	\$13 hr.	7-16-48	850	\$1.78 hr. average	n.a.	(AFL union)
Alliance, Ohio	S	\$21.00 mo.	7-16-48	60	n.a.	n.a.	(No union)
United States Steel Corporation.....	WE	See remarks	7-16-48	150,000	n.a.	n.a.	Increase of approximately 9%, or an average of about 13¢ per hour. (United Steelworkers, CIO)
(Steel-Producing Subsidiaries)	S	\$17.00 mo. (min.)	7-16-48	7,500	n.a.	n.a.	(United Steelworkers, CIO)
The Warren Featherbone Company...	WE	8%	7-1-48	400	\$.89 hr. average	6-47	(CIO union)
Three Oaks, Mich.	WE	\$.095 hr. to \$.24 hr.	7-16-48	20,793	\$1.586 hr. (average earnings)	4-1-47	(United Steelworkers, CIO)
The Youngstown Sheet and Tube Company	S	See remarks	7-16-48	2,206	\$2.137 hr. (average earnings)	4-1-47	9% on salaries up to \$1,000 mo., minimum of \$17 mo. (About 17% represented by United Steelworkers, CIO; no union for others)
Chicago, Ill., and Youngstown, Ohio, districts							

¹Type of workers: WE, wage earners; S, salaried.

*Obtained from press reports—information not verified.

n.a. Not available.

Notes on Personnel Practices

Cost of Employee Benefits

Security plans and employee welfare programs have become a permanent part of company policy in a number of companies. When an employee receives his pay check, he knows exactly how much his salary is. But, when he receives health or welfare benefits, he cannot measure them in dollars and cents. A large life insurance company described its benefit program for employees in a recent issue of its house magazine. Some of the benefits and their costs are as follows:

Holidays	\$140,000
Vacations	190,000
Sick leave and other absences.....	105,000
Security plan, taxes, and premiums for unemployment and workmen's compensation benefits	320,000
Restaurant	200,000
Employee activities, miscellaneous.....	11,000
	\$966,000

In addition to these benefits, considerable money goes into cost of living bonuses, honorarium payments,¹ and retirement and death benefits. Other activities supported by company funds are a quarter-century club, two choruses, seven or eight athletic groups, a dancing class and special events. A. S.

Attitude Surveys in Three Companies

Three companies that have recently completed attitude surveys are Vick Chemical Company, Spiegel, Inc., and Detroit Edison Company.

The Vick Chemical Company's survey consisted of a questionnaire developed and administered by the company. The questionnaire was mailed to employees and a high percentage completed and returned the forms to the company. It consisted of

¹Payments of \$100 at intervals to those who have reached the maximum of their job classifications.

thirteen major questions. The results of the survey were distributed to employees including samples of the "write-in" comments.

At Spiegel, every worker was given a four-page questionnaire covering every phase of his job. The questions were prepared by an outside consultant. Summaries of the results appeared in the employee publication.

A group of outside specialists are conducting the attitude survey of Detroit Edison Company. Non-supervisory employees filled out a questionnaire. This was followed by interviews of employees in some groups to get additional information. All supervisory employees were interviewed.

Careers in Cotton

The Textile Information Service of New York has published a small booklet, "Your Career—A Frank Discussion about Jobs and Opportunities in Cotton Textile Manufacturing," beamed at the high school senior or young industrial worker. The booklet is interestingly written and a number of illustrations add to its readability. Sixteen thumbnail sketches of outstanding careers in textile manufacturing are included.

Yearly Review Reveals Results

Merck & Company, of Rahway, New Jersey, has published some interesting statistics for 1947 in its house organ. Six hundred job applicants took tests; 399 new employees completed orientation courses; 377 employees signed up for training school courses; 347 toured the factory and laboratories to get a broad view of the company's operations; and 199 received educational assistance for further study. In all, more than 2,000 persons took advantage of some phase of the educational program. S. H.